THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
January 1981



First, Our House; Then the White House



MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

1981 USHERS in a new year and a new Administration to lead our nation. The signs we have received in the past weeks since the election indicate that the President-elect and his new team are extending themselves to work with labor, and particularly Teamsters.

The symbolism of the Inauguration and the theme of the event is—A New Beginning. We truly hope it is.

We are at an urgent crossroads in the affairs of our nation. There currently is much talk as to whether the new Administration will declare a state of economic emergency when it takes office.

Inflation and unemployment have plagued many recent Presidents. When Ronald Reagan is sworn in as the 40th President on January 20, he will inherit many economic woes. We believe that he offers great hope in getting a handle on the situation.

We know he does not have all the answers, but he has the mandate, and indeed, is charged with the awesome responsibility to reverse the economic upheaval that perplexes the nation today.

The number one responsibility, superceding all else, ought to be jobs for all Americans. The election was a charge to put America back to work and to put the American worker in an equitable position to compete in the mainstream of today's economy.

Both the new 97th Congress and the new Administration are very much aware of the urgency of this great responsibility.

It can be accomplished. And Teamsters are prepared to assist in any way that we can.

A new Secretary of Labor will also assume office this month. He will, of course, be the President's man, but he also will be the spokesman for all of working America. There are many issues and important policies that will affect all of us that must be determined by the new Secretary. It has been said that his position oversees the most technical aspects of government.

We stand ready to help in any way we can. That is part of the Teamster tradition. We hope we can assist in the giant task of putting America back to work.

We wish our new President and his team Godspeed and hope that every success will come their way in leading our proud nation.

We, as Teamsters, are proud that we were the first labor union to endorse Mr. Reagan. We know, however, that we will not always agree. And when we don't, we will be outspoken and, hopefully, constructive.

We were honored that the new President and Vice President took time from their busy schedules recently to call on Teamster Headquarters. It was a good beginning.

And we wish the new Administration and the new Congress the very best in their new beginning. And, to all of you throughout the country, I extend wishes for the very best New Year.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

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A PRESIDENTIAL V

IN a surprising turn of events, just days after his election as the 40th President of the United States, President-elect Ronald Reagan paid an unexpected call on Teamsters Union headquarters in Washington, D.C., where he personally thanked officers and members for their support in the recent election campaign.

Reagan, accompanied by his vice presidential running mate, George Bush, made the visit to headquarters one of the first items on his agenda during his first Washington visit after the election. Earlier the same day, November 18, the President-elect had paid his first visit to both Senate and House leaders on Capitol Hill.

Greeting Reagan and Bush at the front steps of Teamster headquarters as they arrived was General President Frank E. Fitzsimmons. Inside they were greeted by General Secretary-Treasurer Ray Schoessling and Teamster vice presidents from around the country, along with more than 250 IBT staffers who flocked to the lobby when they heard they could get a glimpse of our new leaders.

As the President-elect and Vice President-elect Bush bent to sign the visitors' log in the lobby, headquarters personnel erupted with applause, cheers and other indications of good will for the pair.

Democrat and Republican alike—it was clear that the crowd was anxious to welcome our new leaders, shake their hands and offer congratulatory comments.

Fitzsimmons, Schoessling and members of the Teamsters general executive board then met privately with the two leaders for 20-minutes, during which Reagan thanked them for the union's endorsement, which came shortly after Reagan opened his fall presidential campaign.

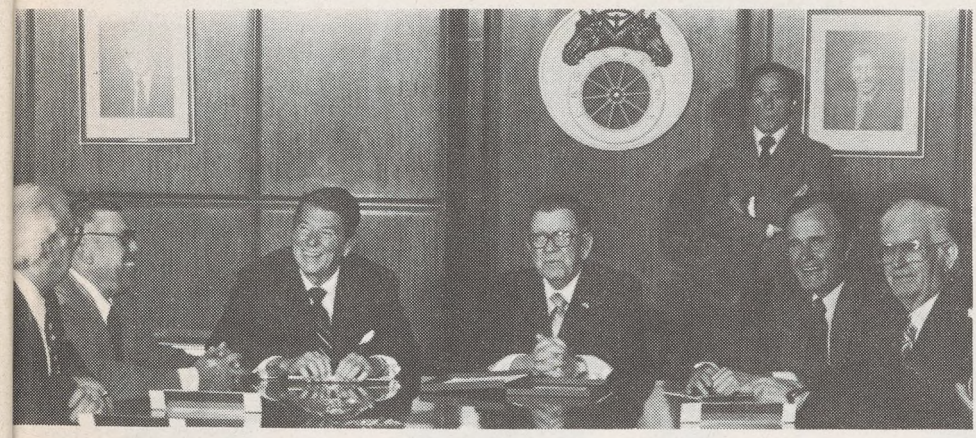
In welcoming Reagan to headquarters, General President Fitzsimmons told the President-elect:

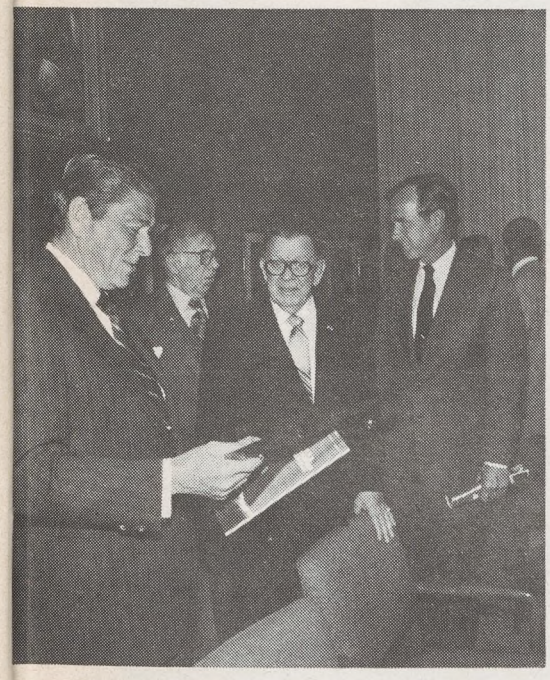
"This is a great honor for the International Brotherhood of Teamsters and for our 2.3 million members throughout the country. As far as I am aware, this is the first time a President or President-elect has come





L VISIT TO THE IBT







Vice President-elect Bush and President-elect Reagan sign the guest register at IBT headquarters (far left); share an anecdote with members of the Teamster general executive board (above); the President-elect receives a commemorative plaque symbolizing the Teamsters' endorsement of his candidacy (center), which he displays (below), and the two address Teamster officers to thank them for the support of the Union and its members (below left).



to call on a labor union. We think this is a significant, symbolic gesture on behalf of the working men and women of America.

"Governor Reagan was elected with strong support from labor, and especially among Teamsters," Fitzsimmons noted. "We are confident he is going to move immediately, with our complete pledge of cooperation, to restore the economic strength of America and to put our people back to work.

"We hope (this visit) is the beginning of a long-lasting relationship between his new administration and all of labor." The Teamsters' leader said in conclusion, "We are confident he (Reagan) is going to move immediately—with our complete pledge of cooperation—to restore the economic strength of America and to put our people back to work."

These leaders, soon to be President and Vice President of the United States, took the time not only to meet with the officers of this union, but to shake hands and share pleasantries with every staffer who extended a hand or offered a comment. And coming out of the room, Vice President-elect Bush proved that this was not just another staged media event, by resuming conversations along the way with people who had made comments to him as he was going into the room.

While any President has more on his mind on a day-to-day basis than what any one group may think about his policies or positions, it is reassuring to know that the President-elect thought enough of labor and especially of Teamsters around the country, to make this one of his first stops in Washington. If we can keep this two-way communication going throughout his term as president, and express in that way not just the needs of Teamsters Union members but of all unionists in this nation, then Americans will go back to work and our economy will begin to rebound from the doldrums it has suffered in the last few years. And we in the Teamsters will have achieved the very goals we sought when we endorsed Candidate Reagan in the first place.



Above, Teamster General Secretary-Treasurer Ray Schoessling addresses delegates to the recent Southern Conference of Teamsters session. Below, Conference Director Joseph Morgan welcomes General President Frank Fitzsimmons to the gathering.

THROUGHOUT THE SOUTHERN CONFERENCE, THINGS ARE LOOKING SUNNY



GENERAL PRESIDENT Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling, and Southern Conference Director Joe Morgan sounded a positive theme of better things to come at the 26th meeting of the Southern Conference of Teamsters.

The meeting was held December 8th and 9th at Lake Buena Vista, Florida.

Conference Director Morgan welcomed the delegates with the following:

"This year is a high point in our history. Our membership has continued to grow in spite of all kinds of adversities. Inflation, unemployment, a critical energy situation, and the growth of a new industry—union-busting consultants—have created numerous problems for the entire labor movement, particularly in the South. I am proud to state that our membership is at an all-time high. Yet, it has not been easy. We have had to fight for every new member, every election, and every collective bargaining agreement."

Fitzsimmons praised Teamsters in the South for their support of President-elect Ronald Reagan in the recent national election. The Teamster leader, noting that the South traditionally has voted Democratic, said:

"The message you sent to all office seekers is that ineffective politicians can no longer depend upon automatic and blind support from any area of the country."

While noting that he and the International Union are pledged to cooperate and work with the Reagan Administration, Fitzsimmons declared that he did not intend to permit any assault on traditional principles of organized labor. He said he intended to be vigilant and watchful of the Republican majority in the U.S. Senate, just "as I have been vigilant regardless of which party controls the Congress."

Still angered by President Carter's assault upon trucking and its workers with his trucking deregulation legislation, Fitzsimmons declared that trucking and its workers will continue to be the backbone of the Teamsters Union.

Fitzsimmons declared that fear of economic adversity has no place in the Teamsters Union. He said that the union will go to its International Union convention next June in Las Vegas without fear or apprehension.

And, he drew the cheers of the delegates when he concluded that "what we do at our convention will be in the best interest of our two million members from which we get our strength."

Schoessling told delegates that he spoke to them from a stance of optimism, even though organized labor has been plagued by setbacks over recent years. He said his optimism springs from the fact that reversals in the past have been followed by victories.

The general secretary-treasurer noted that legislative goals of labor,



Speakers at the two-day session included from top left: Southern Conference Director Joseph Morgan, IBT Vice Presidents George Mock, Joseph Trerotola, Louis Peick, Edward Lawson and John Cleveland; former IBT General Secretary-Treasurer Murray W. Miller; Charles H. Jones, secretary-treasurer, policy committee, SCT; Walter Shea, executive assistant to General President Fitzsimmons, and R. V. Durham, director of the Teamsters' safety and health department.

SCT SESSION *(Continued)*

such as repeal of Section 14(b) of Taft-Hartley, Situs Picketing, and Labor Law Reform all have been defeated in a Congress controlled by Democrats.

Schoessling declared that labor's legislative goals should not be abandoned now that the Republicans are in power. "It just may be that we will get a receptive ear" from them, he said.

He called organizing the non-union worker the lifeblood of the union, and "although it is difficult, it is still important to our union," he said.

Murray W. 'Dusty' Miller, former director of the Southern Conference of Teamsters, addressed the delegates, warning that there are those in the Senate now who will serve as committee chairmen "who are no friends of labor." Miller had high praise for President-elect Reagan and Vice President-elect George Bush. Miller, who also served as general secretary-treasurer of the International Union, is generally credited with forging the Southern Conference of Teamsters into a viable affiliate of the International Union, serving as its director during its formative years.

R. V. Durham, IBT director of safety and health, gave a brief report on the Union's efforts to make the job site a safe and healthy environment for workers.

General President Frank E. Fitzsimmons, with high praise for his leadership, reappointed Joe Morgan to a four-year term as conference director.

Delegates reelected incumbent members of their Conference policy committee. Reelected were:

Joe Morgan, chairman; Charles Jones, secretary-treasurer; Charles Haddock, Local 745; Charles Thompson, Oklahoma-Arkansas Conference; Don West, Local 612; Walter Teague, Georgia-Florida Conference; Gid Parham, Southern Conference organizer; Luther Watson, Joint Council 87; W. C. Smith, general organizer; and Ray Lapino, Local 270.

Also addressing the conference were Eastern Conference Director Joe Trerotola and Canadian Conference Director Edward Lawson. Vice Presidents from the general executive board who spoke briefly included George Mock, Louis Peick and John Cleveland.

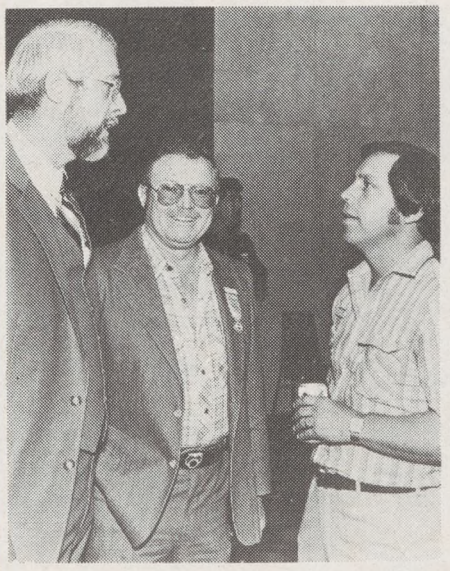
Walter Shea, executive assistant to the general president, spoke briefly on the need for organizing trucking around the nation's major ports of entry.







DEBATE, DISCUSSION INSTALLATION OF OFFICERS ROUND OUT CONF. SESSION







TEAMSTERS NAMED TO KEY REAGAN ADVISORY GROUPS

LAST MONTH, Teamsters President Frank E. Fitzsimmons had the honor of being designated honorary chairman of President-elect Ronald Reagan's Inaugural Labor Committee, a group which will supervise and advise on labor arrangements for the four-day Inaugural festivities to be held in mid-January.

National Maritime Union President Shannon Wall, head of the only other major labor union to endorse Reagan during the election campaign other than the Teamsters, will serve as co-chairman of the committee, along with Teamster Vice President Jackie Presser, of Cleveland, Ohio.

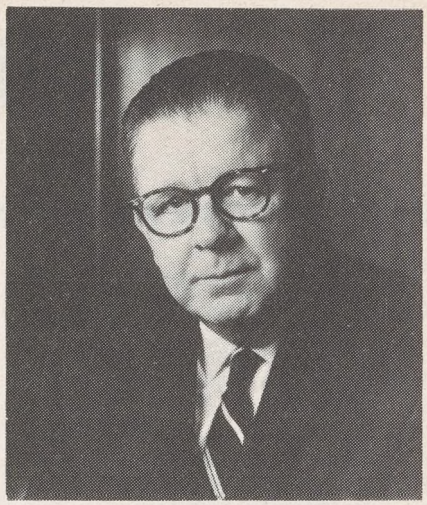
Assisting the two on a separate advisory committee will be AFL-CIO President Lane Kirkland, United Auto Workers President Douglas Fraser; Jesse Calhoon, president of the National Marine Engineers Beneficial Association, and Robert Poli, president of the Professional Air Traffic Controllers.

Others on the committee include: Victor Goodman, legal counsel to the AFL-CIO Building Trades Department; Norman Goldstein, Southern Conference of Teamsters; Sen. Orrin G. Hatch (R-Utah), incoming chairman of the Senate Labor and Human Resources Committee; Betty Southard Murphy, former National Labor Relations Board chairman; former Labor Secretary William Usery, and Michael Balzano, Jr., former Action director and a Reagan campaign official.

ADVISOR TO TRANSITION TEAM

Presser also was named a senior adviser to the transition group handling economic affairs, a position which will entail advising Stanton Anderson, head of the group, on matters involving organized labor and other areas affecting employment and labor-management relations.

In another appointment, Paul Locigno, research director for the Ohio Conference of Teamsters, was named director of the labor advisory committee for inaugural activities.



Fitz Named Hon. Chairman

REAGAN NAMES LABOR SECRETARY

RAYMOND J. DONOVAN, a New Jersey highway construction firm executive, was recently chosen by Ronald Reagan as Secretary of Labor-designate.

And while Donovan was not the first choice of members of the International Brotherhood of Teamsters, General President Frank E. Fitzsimmons was among the first to extend congratulations to the cabinet appointee, pledging him the support and assistance of Teamsters across the country in getting the job done for labor.

"We look forward to working with him and will be available to assist in any way that we can," Fitzsimmons said shortly after the appointment was announced.

"We are well aware of Mr. Donovan's distinguished record and his background on labor, and expect his nomination to be confirmed quickly by the Senate. We wish him every success," the Teamster leader added.

Donovan, 50, an executive vice president with the unionized Schiavone Construction Company of Secaucus, N.J., is well known among unions and builders in the Northeast, where his firm concentrates on highway building and public works construction projects. The company is one of the nation's biggest heavy construction concerns.

Reagan, it is said, chose Donovan, a longtime political ally and major fundraiser, despite intense pressure from business and labor in favor of Betty Southard Murphy, former chairman of the National Labor Relations Board.

Donovan does have a union background, although he is said to be conservative. He worked summers as a union card-carrying laborer, brewery worker and elevator operator while earning a bachelor's degree at Notre Dame Seminary in New Orleans.

His background as both a former union member and management bargainer with unions has convinced him that "unions add an awful lot to our economic life and to the country."

Unions that have dealt with Donovan in the past describe him as a tough but fair negotiator. "He's one of the smartest men I ever sat across from at the bargaining table," said one labor leader from the New Jersey area.

Donovan has indicated that as Labor Secretary he would like to forge friendlier ties between organized labor and management.

In his first months in his new post, pending Congressional approval, of course, the new Labor Secretary will face many issues. He will be under pressure from business groups to downplay the "policeman's role" of the Occupational Safety and Health Administration, place greater emphasis on the private sector in the department's job-training programs and to eliminate restrictive aspects of equal employment opportunity requirements, as well as face dicey political questions. Among these are questions of a youth differential in the minimum wage, whether to modify trade adjustment assistance programs, whether to attempt changing the Davis-Bacon Act administratively or legislatively (the act sets wage bases on federal construction projects) and a host of others.

AN INDUSTRIOUS APPROACH T

"500,000 new members in the next five years."

THAT was the confidently stated goal of the Industrial Trade Division of the International Brotherhood of Teamsters after an enthusiastic meeting of the division's executive and policy committees recently in Rosemont, Illinois.

Joseph Konowe, the director of the Industrial Trade Division, reported that the International Union's general executive board had voted full support to the activities of the division, especially in the fields of organizing and providing information to assist in membership campaigns and negotiations.

"General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling and the General Executive Board have given us the green light to get moving forward," Konowe said.

Highlights of the session were reports of organizing opportunities and obstacles from members of the executive and policy committees in all sections of the United States and Canada.

Bruce Blevins, policy committee member from Local 391 in Greensboro, N. C., demonstrated that so-called "right-to-work" laws and professional union-busters can be overcome when the message of Teamster unionism is brought properly to workers inside the plant.

"We won the election at PPG (Pittsburgh Plate Glass fiberglass plant in Lexington, N. C.) because we had a courageous and effective in-plant committee," Blevins said.

"The Teamsters Union's boycott of PPG products was observed by consumers all across the nation and helped change PPG management's attitude."

Blevins said that the growth of Local 391 over the past 10 years has occurred almost entirely in the industrial field.

From across the nation, Lee Kearney, a policy committee member from Local 952, Orange, California, pointed to the difficulty of organizing the thousands of refugees from Southeast Asia and other countries who have settled in the area.

"Not only is there a language barrier, but employers are able to instill



Joseph Konowe, director of the Teamsters' Industrial Trade Division (standing center), discusses plans for exchange of information between various local unions on contract terms negotiated with industrial firms. Members of the Industrial Trade Division's executive and policy committees pledged vigorous activity to organize the unorganized.



Newly activated Industrial Trade Division of the International Union held a joint executive committee and policy committee meeting in Rosemont, Ill., recently and came up with an enthusiastic program to organize the unorganized in the industrial areas of the United States and Canada. Seated, from left: Joseph Konowe, director, Industrial Trade Division, IBT; Thomas L. Brown, executive committee, representing Eastern Conference of Teamsters; Peter Moslinger, executive committee, representing Canadian Conference; Walt Engelbert, executive committee, representing Western Conference; Don Gillette, executive committee, representing Southern Conference, and William T. Hogan, Sr., executive committee, representing Central Conference. Standing, from left: Policy committee members Bruce Blevins, Local 391, Greensboro, N.C.; William H. Tyler, Local 1145, Minneapolis, Minn.; Robert Kavalec, Local 507, Cleveland, Ohio; Jerry Cook, Local 528, Atlanta, Ga.; Glenn McCarthy, Local 966, New York City; Charles Haddock, Local 745, Dallas, Tex.; Ray Lapino, Local 270, New Orleans, La.; John Morris, Local 115, Philadelphia, Pa.; Robert Logan, Local 515, Chattanooga, Tenn., and Ron Gamache, Local 688, St. Louis, Mo. Not present for the photo session was Lee Kearney, Local 925, Orange, Calif.

H TO INDUSTRIAL ORGANIZING

fear among these workers that they might be fired or even deported if they show interest in organizing," Kearney said.

"We will keep growing, however, because we provide a broad variety of services. We have a large dental facility, sponsor three Health Maintenance Organizations, have a legal assistance program and do everything necessary to make our members proud of their union. That cuts through all the anti-Teamster propaganda. We are constantly selling our product: Teamster Unionism—with members proudly wearing our T-shirts and jackets.

"Our future as a union is in the industrial plants," he concluded.

Director Konowe, since 1953 secretary-treasurer of Local 210, New York City, and an international organizer, cited these facts to corroborate Brother Kearney's forecast of Teamster concentration:

"Every local union which has jurisdiction in freight and local cartage has lost members due to deregulation and the recession," Konowe said. "To remain the largest union in the free world, we must organize. The industrial sector of the Teamsters has more members than any other division of the union.

"Your International Union, the area conferences and joint councils are eager to assist in building the industrial trade division. Before getting involved in major organizing activity, it is best to use the excellent research department of the International Union."

Ann Thompson, assistant director of the Teamsters' Research and Education Department, provided examples of the types of facts and figures available for use in organizing and negotiations.

"We have excellent relationships with other unions and there is regular exchange of information. Our research department and library have all the major trade publications which contain vital statistics on the developments in various industries. The annual reports of all corporations listed on the major exchanges are in our files.

"If there is something you need to know quickly and accurately, call on your International Union's research department. We will do our best to get you the answer—accurately and on time."

Fleming Campbell, veteran International organizer who has participated in many campaigns to organize industrial workers, said the activation of the industrial trade division would spark new enthusiasm throughout the union's entire jurisdiction.

"Let's get all the facts and manpower together, and we will keep growing, because the Teamsters Union is not static—it's a movement."

Paul Steinberg, administrative assistant to Central Conference Director Roy Williams, said that in many cases, the union reacts to what others do.

"Now, it's time for us to take the lead," he said.

John Morris, a policy committee member from Local 115, Philadelphia, Pa., called for intensified political activity at the local level to help create a better climate for organizing.

Policy committee representatives recommended the training of more women organizers and reported that no area should be neglected, especially the white collar field.

William Tyler, a policy committee member from Local 1145, Minneapolis, Minn., said it was vital to keep in constant contact with members, once they are organized.

"Proper service means being visible where the members are and having the desire and knowledge to answer their questions," Tyler said.

Konowe termed the session one of the most productive in his long trade union experience.

"We are planning to expand the policy committee," he said. "Teamsters everywhere will cooperate in our work, just as they have acted together in the past. When we need organizers, we will call on local unions, joint councils and area conferences.

"With respect to the organizing of national and multi-national companies, we shall cooperate with any unit of the Teamsters which may start these campaigns in their jurisdictions."

Konowe listed these additional plans of the Industrial Trade Division, all approved by the general executive board.

- To provide organizing information which the trade division receives for distribution to affiliates.
- To supply contract and other information provided by the International's Research Department and the Department of Economics.
- To emphasize the importance of submitting copies of all contracts to the International Union and other appropriate units.
- To gather and disseminate information from outside sources.
- To publicize the activities of the Industrial Trade Division in the *International Teamster*.
- To examine the possibility of use of television and radio in cooperation with local unions.
- To accentuate the positive: tell the public of the helpful community activities of the Teamsters at all levels.

In addition, the executive and policy committee members called for the constant exchange of information on professional union-busters.

"We need exchange of ideas, with special tools for each organizing target."

Peter Moslinger
Executive Committee Member
Canadian Conference

"We can't sit back and wait for workers to knock on our doors. We have a great product. Let's get moving."

William T. Hogan
Executive Committee Member
Central Conference

"Our goal in organizing should be: a family-living-growing wage for industrial workers throughout the Teamsters."

Walt Engelbert
Executive Committee Member
Western Conference

KEEP ON TRUCKIN'

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA
25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001

January 1, 1981

TO: ALL AFFILIATES

Dear Brothers and Sisters:

For the past two years, as you know, the International Brotherhood of Teamsters has been a national sponsor of the fund-raising efforts of the National Easter Seal Society. We are proud to lend our support to this worthwhile charity again as it begins its 1981 campaign.

The Teamsters Union will be participating in this year's Easter Seal Telethon, which is being hosted by renowned entertainer Pat Boone and co-hosted by the music industry's acclaimed Don Kirshner. The telethon will air the weekend of March 28-29, with more than 65 million households tuning in to watch the 20-hour, star-studded entertainment spectacular.

We urge every Teamster joint council and local union to participate in this year's efforts and ask all members to make a contribution, no matter how small or large, if they can. Even $1.00 from each Teamster would make a tremendous difference.

You can send your donation to your Teamster local (if it's participating in fund-raising efforts) or forward it directly to the National Easter Seal Society, 2023 West Ogden Avenue, Chicago, Ill., 60612, preferably by mid-March, so that it can be included in our national total.

Each participating local will be credited with its contribution. Those who reach the minimum goal set by their local area (these vary by area) will be asked to participate in a local segment of the telethon to present their contribution on the air.

Teamsters have come up with some exciting fund-raising ideas. They've staged tug-of-wars, CB rallies, truck roadeo competitions, walkathons, pot luck suppers, Teamster Day at the Races and other events. This year, we hope to run an 'Easter Seal Express' across country from Washington to Los Angeles, picking up Teamster contributions along the way, borrowing an idea first used by Nebraska Teamster Local 554.

Last year, Teamsters raised more than $200,000 to further the Easter Seal Society's work. Now we urge you to make this year's contribution even better. Please sit down sometime in the near future and write out your check to Easter Seals -- for as much as your heart will allow -- and urge your local to catch the Easter Seal fever.

Fraternally,

Frank E. Fitzsimmons
General President

Ray Schoessling
General Secretary-Treasurer

FOR EASTER SEALS



Get disabled people down to business . . .

AS 1981 BEGINS, the International Brotherhood of Teamsters would like to ask its members to make a simple resolution for the New Year—to contribute something, anything, to this year's Easter Seal campaign, if they can.

The handicapped and disabled in our communities work awfully hard to overcome their physical problems. To do something as simple as learning to hold a pencil again, some stroke victims, for example, must work hours and hours practicing a skill they once took for granted. But what would it be like without places they could turn to for help? Easter Seal treatment centers often provide that place.

Brother and sister Teamsters who've helped Easter Seals in years past know what a thrill it is to see that toteboard climb on telethon weekend and know their contributions are helping it climb. They know they've done something good when they visit a treatment center or meet someone who's overcome a disability or learned to live with a handicap.

These are victories—and our dollars can help make each one possible.

Your union is committed to helping the National Easter Seal Society continue its wonderful work. From coast-to-coast, a network of eager Teamster locals, joint councils and conferences is meshing, all ready to redouble their efforts to make the 1981 campaign the best ever.

This year, when the Teamsters/Easter Seal Express rolls across country, should it visit a city near you, don't let it leave your donation behind. And if it does, forward that money on.

Donations to the Easter Seal fund drive really are like putting money in the bank for a rainy day. Because even if you don't need their services today, there's no telling when you might.

Let's get Teamsters on the move—for Easter Seals, for the handicapped and disabled, and for ourselves!





AIRLINE DIVISION WINS ANOTHER BIG VICTORY AT USAIR

THE Teamsters Airline Division recently won an important victory over the Air Line Employees Association in a representation election for ramp service employees of USAIR.

Airline Division Director Norman Greene reports that this is the latest in a series of big victories which added thousands of members to the Airline Division during 1980 and says the Airline Division is looking for bigger wins in 1981.

The USAIR ramp service unit includes more than 815 employees. In the election, conducted by the National Mediation Board, the vote was: Teamsters 667, ALEA 10, IAM 3, with 6 void ballots.

The ramp service employees came to the Teamsters for help, saying that the ALEA was a weak, do-nothing union which had negotiated inferior contracts and failed to give them the day-by-day representation and service they needed. The Airline Division investigated and found their complaints fully justified.

Teamster Local 732 then spearheaded a representation campaign on behalf of the USAIR group. There were many obstacles to this campaign, partly because of the complex provisions of the Railway Labor Act, which also governs the airlines.

However, the employees were resolute in demanding strong leadership, and the results speak for themselves.

General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling are keeping a close eye on the rapidly growing Airline Division, particularly in view of rapid expansion in the air freight industry.

Greene also reported that on behalf of the 6000 TWA passenger service employees, the Airline Division has filed with the National Mediation Board for a representation election.

Of the win, Division Director Norman Greene says:

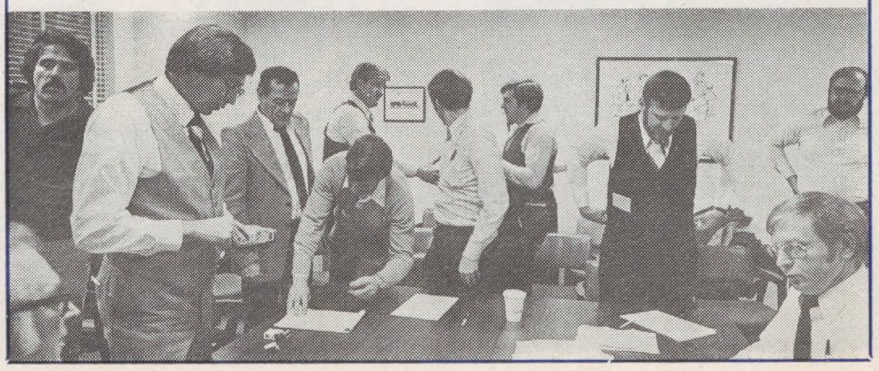
"This is only the beginning; there are even bigger and better things to come."







Here, observers watch as the USAIR ballots are counted.



LOOKING AHEAD AT THE 97TH

AS THE 97TH CONGRESS convenes this month in Washington, Teamsters along with others in Washington will be anxiously waiting to see how the new Congress, with its many new faces, does on its shakedown cruise.

There will be more than 90 new legislators when Congress convenes—74 in the House, 18 in the Senate. In the House, the Democratic majority retains control, but in the Senate, a new Republican majority has assumed the reins.

There have also been major changes in key committee chairmanships on both sides of Congress.

There will be many important items on the docket of the new Congress for attention, and it will be up to each of us to keep in touch with our legislators so that when it comes down to crucial votes on important issues, we can have some impact on decisions made.

Looking ahead, we can expect the Congress to address in coming months these issues, among others:

► Davis-Bacon, the Service Contract Act and other federally enforced wage standards and their impact.

► Minimum Wage standards and a possible youth subminimum.

► Legislation in safety areas, including possible amendments to the Occupational Safety and Health Act and consideration of two pieces of legislation important to Teamsters—the Truck Safety Act and a Truck Sizes and Weights Act.

► Trade Adjustment Assistance provisions and import quotas, which often provide the only protections workers have against an onslaught of imported goods and threatened livelihoods.

► Energy provisions.

► Possible further moves toward deregulation of motor carriers, airlines and the communications industry.

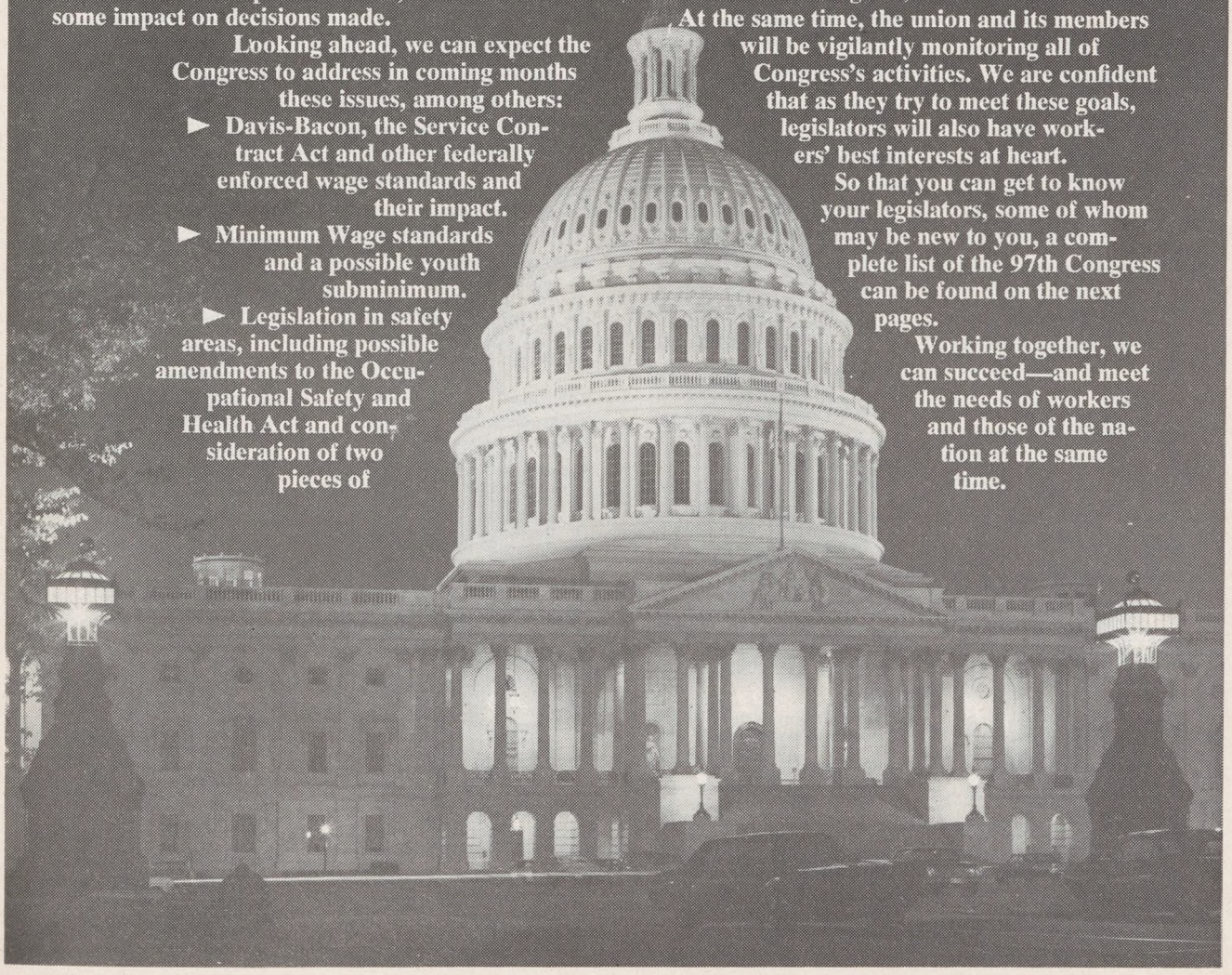
As the Reagan Administration begins, it will be looking for ways to balance the budget, increase the defense budget to ensure a strong America, restore our economy to a sound footing and put Americans back to work.

Teamsters will be working hard to help achieve these vital goals, too.

At the same time, the union and its members will be vigilantly monitoring all of Congress's activities. We are confident that as they try to meet these goals, legislators will also have workers' best interests at heart.

So that you can get to know your legislators, some of whom may be new to you, a complete list of the 97th Congress can be found on the next pages.

Working together, we can succeed—and meet the needs of workers and those of the nation at the same time.



THE 97TH

SENATE LINEUP	HOUSE LINEUP
Democrats: 47	Democrats: 243
Republicans: 53	Republicans: 192
Freshmen: 18	Freshmen: 74
Freshman Senator #	Freshman Representative*

(Senators are listed first under each state, followed by the Representatives and their respective districts.)

ALABAMA

Howell Heflin (D)
Jeremiah Denton (R)#

Representatives
1. Jack Edwards (R)
2. William Dickinson (R)
3. Bill Nichols (D)
4. Tom Bevill (D)
5. Ronnie G. Flippo (D)
6. Albert Lee Smith (R)*
7. Richard Shelby (D)

ALASKA

Ted Stevens (R)
Frank Murkowski (R)#

Representative
AL Don Young (R)

ARIZONA

Barry Goldwater (R)
Dennis DeConcini (D)

Representatives
1. John Rhodes (R)
2. Morris Udall (D)
3. Bob Stump (D)
4. Eldon Rudd (R)

ARKANSAS

Dale Bumpers (D)
David Pryor (D)

Representatives
1. Bill Alexander (D)
2. Ed Bethune (R)
3. John Paul Hammerschmidt (R)
4. Beryl Anthony, Jr. (D)

CALIFORNIA

Alan Cranston (D)
S. I. Hayakawa (R)

Representatives
1. Eugene Chappie (R)*
2. Don Clausen (R)
3. Robert Matsui (D)
4. Vic Fazio (D)
5. John Burton (D)
6. Phillip Burton (D)
7. George Miller (D)
8. Ron Dellums (D)
9. Fortney Stark (D)
10. Don Edwards (D)
11. Tom Lantos (D)*
12. Paul McCloskey, Jr. (R)
13. Norm Mineta (D)
14. Norman Shumway (R)
15. Tony Coelho (D)
16. Leon Panetta (D)
17. Charles Pashayan, Jr. (R)
18. Bill Thomas (R)
19. Robert Lagomarsino (R)
20. Barry Goldwater, Jr. (R)
21. Bobbi Fiedler (R)*
22. Carlos Moorhead (R)
23. Anthony Beilenson (D)
24. Henry Waxman (D)
25. Edward Roybal (D)
26. John Rousselot (R)
27. Robert Dornan (R)
28. Julian Dixon (D)
29. Gus Hawkins (D)
30. George Danielson (D)
31. Mervyn Dymally (D)*
32. Glenn Anderson (D)
33. Wayne Grisham (R)
34. Daniel Lungren (D)
35. Dave Dreier (R)*
36. George Brown, Jr. (D)
37. Jerry Lewis (R)
38. Jerry Pat'erson (D)
39. William Dannemeyer (R)
40. Robert Badham (R)
41. Bill Lowry (R)*
42. Duncan Hunter (R)*
43. Clair Burgener (R)

COLORADO

Gary Hart (D)
William Armstrong (R)

Representatives
1. Pat Schroeder (D)
2. Tim Wirth (D)
3. Ray Kogovsek (D)
4. Hank Brown (R)*
5. Ken Kramer (R)

CONNECTICUT

Lowell P. Weicker, Jr. (R)
Christopher Dodd (D)#

Representatives
1. William Cotter (D)
2. Samuel Geidenson (D)*
3. Lawrence DeNardis (R)*
4. Stewart McKinney (R)
5. William Ratchford (D)
6. Toby Moffett (D)

DELAWARE

William Roth, Jr. (R)
Joseph Biden, Jr. (D)

Representative
AL Thomas Evans, Jr. (R)

FLORIDA

Lawton Chiles (D)
Paula Hawkins (R)#

Representatives
1. Earl Hutto (D)
2. Don Fuqua (D)
3. Charles Bennett (D)
4. Bill Chappell, Jr. (D)
5. Bill McCollum (R)*
6. C. W. Bill Young (R)
7. Sam Gibbons (D)
8. Andy Ireland (D)
9. Bill Nelson (D)
10. L. A. (Skip) Bafalis (R)
11. Dan Mica (D)
12. Clay Shaw (R)*
13. William Lehman (D)
14. Claude Pepper (D)
15. Dante Fascell (D)

GEORGIA

Sam Nunn (D)
Mack Mattingly (R)#

Representatives
1. Bo Ginn (D)
2. Charles Hatcher (D)*
3. Jack Brinkley (D)
4. Elliot Levitas (D)
5. Wyche Fowler (D)
6. Newt Gingrich (R)
7. Larry McDonald (D)
8. Billy Lee Evans (D)
9. Ed Jenkins (D)
10. Doug Barnard (D)

HAWAII

Daniel K. Inouye (D)
Spark Matsunaga (D)

Representatives
1. Cec Heftel (D)
2. Daniel Akaka (D)

IDAHO

James McClure (R)
Steven Symms (R)#

Representatives
1. Larry Craig (R)*
2. George Hansen (R)

ILLINOIS

Charles Percy (R)
Alan Dixon (D)#

Representatives
1. Harold Washington (D)*
2. Gus Savage (D)*
3. Marty Russo (D)
4. Edward Derwinski (R)
5. John Fary (D)
6. Henry Hyde (R)
7. Cardiss Collins (D)
8. Dan Rostenkowski (D)
9. Sidney Yates (D)
10. John Porter (D)
11. Frank Annunzio (D)
12. Philip Crane (R)
13. Robert McClory (R)
14. John Erlenborn (R)
15. Tom Corcoran (R)
16. Lynn Martin (R)*
17. George O'Brien (R)
18. Robert Michel (R)
19. Tom Railsback (R)
20. Paul Findley (R)
21. Edward Madigan (R)
22. Daniel Crane (R)
23. Melvin Price (D)
24. Paul Simon (D)

INDIANA

Richard Lugar (R)
Dan Quayle (R)#

Representatives
1. Adam Benjamin, Jr. (D)
2. Floyd Fithian (D)
3. John Hiler (R)*
4. Daniel Coats (R)*
5. Elwood Hillis (R)
6. David W. Evans (D)
7. John T. Myers (R)
8. H. Joel Deckard (R)
9. Lee Hamilton (D)
10. Philip Sharp (D)
11. Andrew Jacobs, Jr. (D)

IOWA

Roger Jepsen (R)
Charles Grassley (R)#

Representatives
1. James Leach (R)
2. Tom Tauke (R)
3. Cooper Evans (R)*
4. Neal Smith (D)
5. Tom Harkin (D)
6. Berkley Bedell (D)

KANSAS

Robert Dole (R)
Nancy Kassenbaum (R)

Representatives
1. Patrick Roberts (R)*
2. Jim Jeffries (R)
3. Larry Winn, Jr. (R)
4. Dan Glickman (D)
5. Robert Whittacker (R)

KENTUCKY

Walter Huddleston (D)
Wendell Ford (D)

Representatives
1. Carroll Hubbard, Jr. (D)
2. William Natcher (D)
3. Romano Mazzoli (D)
4. Gene Snyder (R)
5. Harold Rogers (R)*
6. Larry Hopkins (R)
7. Carl Perkins (D)

LOUISIANA

Russell Long (D)
J. Bennett Johnston, Jr. (D)

Representatives
1. Robert Livingston (R)
2. Lindy Boggs (D)
3. Billy Tauzin (D)
4. Buddy Roemer (D)*
5. Jerry Huckaby (D)
6. W. Henson Moore (R)
7. John Breaux (D)
8. Gillis Long (D)

MAINE

William Cohen (R)
George Mitchell (D)

Representatives
1. David Emery (R)
2. Olympia Snowe (R)

MARYLAND

Charles Mathias, Jr. (R)
Paul Sarbanes (D)

Representatives
1. Roy Dyson (D)*
2. Clarence Long (D)
3. Barbara Mikulski (D)
4. Marjorie Holt (R)
5. Gladys Spellman (D)
6. Beverly Byron (D)
7. Parren Mitchell (D)
8. Michael Barnes (D)

MASSACHUSETTS

Edward Kennedy (D)
Paul Tsongas (D)

Representatives
1. Silvio Conte (R)
2. Edward Boland (D)
3. Joseph Early (D)
4. Barney Frank (D)*
5. James Shannon (D)
6. Nicholas Mavroules (D)
7. Edward Markey (D)
8. Thomas O'Neill, Jr. (D)
9. Joe Moakley (D)
10. Margaret Heckler (R)
11. Brian Donnelly (D)
12. Gerry Studds (D)

MICHIGAN

Donald Riegle, Jr. (D)
Carl Levin (D)

Representatives
1. John Conyers, Jr. (D)
2. Carl Pursell (R)
3. Howard Wolpe (D)
4. Dave Stockman (R)
5. Harold Sawyer (R)
6. Jim Dunn (R)*
7. Dale Kildee (D)
8. Bob Traxler (D)
9. Guy Vander Jagt (R)
10. Donald Albosta (D)
11. Robert Davis (R)
12. David Bonior (D)
13. George Crockett (D)*
14. Dennis Hertel (D)*
15. William Ford (D)
16. John Dingell (D)
17. William Brodhead (D)
18. James Blanchard (D)
19. William Broomfield (R)

MINNESOTA

David Durenberger (R)
Rudy Boschwitz (R)

Representatives
1. Arlen Erdahl (R)
2. Tom Hagedorn (R)
3. Bill Frenzel (R)
4. Bruce Vento (D)
5. Martin Sabo (D)
6. Vin Weber (R)*
7. Arlan Stangeland (R)
8. James Oberstar (D)

MISSISSIPPI

John Stennis (D)
Thad Cochran (R)

Representatives
1. Jamie Whitten (D)
2. David Bowen (D)
3. G. V. (Sonny) Montgomery (D)
4. Jon Hinson (R)
5. Trent Lott (R)

CONGRESS

MISSOURI
Thomas F. Eagleton (D)
John Danforth (R)

Representatives
1. Bill Clay (D)
2. Bob Young (D)
3. Richard Gephardt (D)
4. Ike Skelton (D)
5. Richard Bolling (D)
6. E. Thomas Coleman (R)
7. Gene Taylor (R)
8. Wendell Bailey (R)*
9. Harold Volkmer (D)
10. Bill Emerson (R)*

MONTANA
John Melcher (D)
Max Baucus (D)

Representatives
1. Pat Williams (D)
2. Ron Marlenee (R)

NEBRASKA
Edward Zorinsky (D)
James Exon (D)

Representatives
1. Douglas Bereuter (R)
2. Hal Daub (R)*
3. Virginia Smith (R)

NEVADA
Howard Cannon (D)
Paul Laxalt (R)

Representative
AL Jim Santini (D)

NEW HAMPSHIRE
Gordon Humphrey (R)
Warren Rudman (R)

Representatives
1. Norman D'Amours (D)
2. Judd Gregg (R)*

NEW JERSEY
Harrison Williams, Jr. (D)
Bill Bradley (D)

Representatives
1. James Florio (D)
2. William Hughes (D)
3. Jim Howard (D)
4. Chris Smith (R)*
5. Millicent Fenwick (R)
6. Edwin Forsythe (R)
7. Marge Roukema (R)*
8. Robert Roe (D)
9. Harold Hollenbeck (R)
10. Peter Rodino, Jr. (D)
11. Joseph Minish (D)
12. Matthew Rinaldo (R)
13. James Courter (R)
14. Frank Guarini (D)
15. Bernard Dwyer (D)*

NEW MEXICO
Pete Dominici (R)
Harrison Schmitt (R)

Representatives
1. Manuel Lujan, Jr. (R)
2. Joe Skeen (R)*

NEW YORK
Daniel P. Moynihan (D)
Alfonse D'Amato (R)#

Representatives
1. William Carney (R)
2. Thomas Downey (D)
3. Gregory Carmen (R)*
4. Norman Lent (R)
5. Raymond McGrath (R)*
6. John LeBoutillier (R)*
7. Joseph Addabbo (D)
8. Benjamin Rosenthal (D)
9. Geraldine Ferraro (D)
10. Mario Biaggi (D)
11. James Sheuer (D)
12. Shirley Chisholm (D)
13. Stephen Solarz (D)
14. Fred Richmond (D)
15. Leo Zeferetti (D)
16. Charles Schumer (D)*
17. Guy Molinari (R)*
18. S. William Green (R)
19. Charles Rangel (D)
20. Ted Weiss (D)
21. Robert Garcia (D)
22. Jonathan Bingham (D)
23. Peter Peyser (D)
24. Richard Ottinger (D)
25. Hamilton Fish, Jr. (R)
26. Benjamin Gillman (R)
27. Matthew McHugh (D)
28. Samuel Stratton (D)
29. Gerald Soloman (R)
30. David Martin (R)*
31. Donald Mitchell (R)
32. George Wortley (R)*
33. Gary Lee (R)
34. Frank Horton (R)
35. Barber Conable, Jr. (R)
36. John LaFalce (D)
37. Henry Nowak (D)
38. Jack Kemp (R)
39. Stanley Lundine (D)

NORTH CAROLINA
Jesse Helms (R)
John East (R)#

Representatives
1. Walter Jones (D)
2. L. H. Fountain (D)
3. Charles Whitley (D)
4. Ike Andrews (D)
5. Stephen Neal (D)
6. Eugene Johnson (R)*
7. Charles Rose (D)
8. W. G. (Bill) Hefner (D)
9. James Martin (R)
10. James Broyhill (R)
11. William Hendon (R)*

NORTH DAKOTA
Quentin Burdick (D)
Mark Andrews (R)#

Representative
AL Byron Dorgan*

OHIO
John Glenn (D)
Howard Metzenbaum (D)

Representatives
1. Willis Gradison (R)
2. Thomas Luken (D)
3. Tony Hall (D)
4. Tennyson Guyer (R)
5. Delbert Latta (R)
6. Bob McGwan (R)*
7. Clarence Brown (R)
8. Thomas Kindness (R)
9. Ed Weber (R)*
10. Clarence Miller (R)
11. J. William Stanton (R)
12. Bob Shamansky (D)*
13. Donald Pease (D)
14. John Seiberling (D)
15. Chalmers Wylie (R)
16. Ralph Regula (R)
17. John Ashbrook (R)
18. Douglas Applegate (D)
19. Lyle Williams (R)
20. Mary Rose Oakar (D)
21. Louis Stokes (D)
22. Dennis Eckart (D)*
23. Ronald Mottl (D)

OKLAHOMA
David Boren (D)
Don Nichols (R)#

Representatives
1. James Jones (D)
2. Mike Synar (D)
3. Wes Watkins (D)
4. Dave McCurdy (D)*
5. Mickey Edwards (R)
6. Glenn English (D)

OREGON
Mark Hatfield (R)
Bob Packwood (R)

Representatives
1. Les Aucoin (D)
2. Denny Smith (R)*
3. Ron Wyden (D)*
4. James Weaver (D)

PENNSYLVANIA
John Heinz (R)
Arlen Specter (R)#

Representatives
1. Thomas Foglietta (D)*
2. William Gray, III (D)
3. Raymond Lederer (D)
4. Charles Dougherty (R)
5. Richard Schulze (R)
6. Gus Yatron (D)
7. Robert Edgar (D)
8. James Coyne (R)*
9. Bud Shuster (R)
10. Joseph McDade (R)
11. James Nelligan (R)*
12. John Murtha (D)
13. Lawrence Coughlin (R)
14. William Coyne (D)*
15. Donald Ritter (R)
16. Robert Walker (R)
17. Allen Ertel (D)
18. Doug Walgren (D)
19. William Goodling (R)
20. Joseph Gaydos (D)
21. Don Bailey (D)
22. Austin Murphy (D)
23. William Clinger (R)
24. Marc Marks (R)
25. Eugene Atkinson (D)

RHODE ISLAND
Claiborne Pell (D)
John Chafee (R)

Representatives
1. Fernand St. Germain (D)
2. Claudine Schneider (R)*

SOUTH CAROLINA
Strom Thurmond (R)
Ernest Hollings (D)

Representatives
1. Thomas Hartnett (R)*
2. Floyd Spence (R)
3. Butler Derrick (D)
4. Carroll Campbell, Jr. (R)
5. Ken Holland (D)
6. John Napier (R)*

SOUTH DAKOTA
Larry Pressler (R)
James Abdnor (R)#

Representatives
1. Thomas Daschle (D)
2. Clint Roberts (R)*

TENNESSEE
Howard Baker, Jr. (R)
James Sasser (D)

Representatives
1. James Quillen (R)
2. John Duncan (R)
3. Marilyn Lloyd Bouquard (D)
4. Albert Gore, Jr. (D)
5. Bill Boner (D)
6. Robin Beard (R)
7. Ed Jones (D)
8. Harold Ford (D)

TEXAS
John Tower (R)
Lloyd Bentsen (D)

Representatives
1. Sam Hall, Jr. (D)
2. Charles Wilson (D)
3. James Collins (R)
4. Ralph Hall (D)*
5. Jim Mattox (D)
6. Phil Gramm (D)
7. Bill Archer (R)
8. Jack Fields (R)*
9. Jack Brooks (D)
10. J. J. Pickle (D)
11. J. Marvin Leath (D)
12. Jim Wright (D)
13. Jack Hightower (D)
14. William Patman (D)*
15. E. de la Garza (D)
16. Richard White (D)
17. Charles Stenholm (D)
18. Mickey Leland (D)
19. Kent Hance (D)
20. Henry Gonzalez (D)
21. Tom Loeffler (R)
22. Ron Paul (R)
23. Abraham Kazen, Jr. (D)
24. Martin Frost (D)

UTAH
Jake Garn (R)
Orrin Hatch (R)

Representatives
1. James Hansen (R)*
2. Dan Marriott (D)

VERMONT
Robert Stafford (R)
Patrick Leahy (D)

Representative
AL James Jeffords (R)

VIRGINIA
Harry F. Byrd, Jr. (I)
John Warner (R)

Representatives
1. Paul Trible, Jr. (R)
2. G. William Whitehurst (R)
3. Thomas Bliley (R)*
4. Robert Daniel, Jr. (R)
5. Dan Daniel (D)
6. M. Caldwell Butler (R)
7. J. Kenneth Robinson (R)
8. Stan Parris (R)*
9. William Wampler (R)
10. Frank Wolf (R)*

WASHINGTON
Henry Jackson (D)
Slade Gorton (R)#

Representatives
1. Joel Pritchard (R)
2. Al Swift (D)
3. Don Bonker (D)
4. Sid Morrison (R)*
5. Thomas Foley (D)
6. Norman Dicks (D)
7. Mike Lowry (D)

WEST VIRGINIA
Jennings Randolph (D)
Robert C. Byrd (D)

Representatives
1. Robert Mollohan (D)
2. Cleve Benedict (R)*
3. Mick Staton (R)*
4. Nick Joe Rahall, II (D)

WISCONSIN
William Proxmire (D)
Robert Kasten (R)#

Representatives
1. Les Aspin (D)
2. Robert Kastenmeier (D)
3. Steven Gunderson (R)*
4. Clement Zablocki (D)
5. Henry Reuss (D)
6. Thomas Petri (R)
7. David Obey (D)
8. Toby Roth (R)
9. F. James Sensenbrenner (R)

WYOMING
Malcolm Wallop (R)
Alan Simpson (R)

Representative
AL Richard Cheney (R)

ARIZ. STEWARDS EAGER TO LEARN





Above, stewards from Local 104 in Phoenix, along with officers of Local 104 and Local 83, assemble in front of the Arizona local's union hall. Each group attended a one-day session especially prepared for them.

OUT in Phoenix, Arizona last month, the International Union's Research and Education Department staff assisted Teamster Local 104 in conducting a steward training session, concentrating on the grievance process and arbitration techniques.

The program convened on December 6 and 7, with different groups of stewards attending each session.

Also participating in the program were officers from Local 83 in Phoenix, who attended the second day's session.

Assisting Local 104 Secretary-Treasurer Donald E. Phillips in directing the session were the IBT's director of research and education, Arthur Kane, and Sally Payne, of the union's Washington staff.

Local 104's other officers and business agents attended both sessions of the workshop and participated actively in the proceedings.

Officers at the session, noting that today there are more than 40 new business agents among Arizona and New Mexico Teamster affiliates alone, commented on the growing need for training programs to prepare these newly elected Teamster officers for their role as representatives of the membership. They expressed their interest in trying to help develop such a program in the future, in conjunction with the International staff.

Stewards at the sessions found them informative and pertinent to their needs on the job. Like other groups before them, each steward received a certificate of attendance at session's end.

OCT President Honored For Service to Others



William Presser, president of the Ohio Conference of Teamsters and a retired International vice president, has received many honors in his long career as a union leader but perhaps none he values more than one just bestowed on him. Presser recently was elected to the Ohio Senior Citizens Hall of Fame in recognition of his lifetime of service to working people and his unwavering support of programs assisting the handicapped and underprivileged. Here Presser (right) receives a Hall of Fame plaque in Columbus from Dr. Martin A. Janis, chairman of the Ohio Commission on Aging.

The Milkman



HE EXPLAINED YEARS LATER how it happened his life unfolded in the manner that it did. Ted Swanson began work at the age of 15. He labored throughout adulthood as an employee of the same company. He finally retired a Teamsters Union member after 47 years as a milkman in McKeesport, Pennsylvania.

"Whenever you're poor and you have a responsibility, you accept it," Swanson said recently.

Ted Swanson's father died in 1923. The young boy unexpectedly found himself the man of the house. There was an older brother, married, who helped with the finances but who lived elsewhere. However, the family income was not enough to care for the mother, a new widow without workplace skills. So young Ted dropped out of school. He went looking for a job.

He found employment rather quickly at the Menzie Dairy Company of McKeesport. It was convenient work because Menzie, one of a dozen small dairies in the suburban city south of Pittsburgh, was located only four blocks from the Swanson house.

Ted became a helper to a driver-salesman, better known to Menzie customers as, "the milkman." He and the driver delivered dairy products to homes from a horse-drawn buckboard wagon with an extra-long bed. There was no protection from the rain, sleet or snow. When the weather was wet—winter or summer—they would place empty feed sacks on the seat to soak up the moisture.

In 1925, the new Divco milk delivery wagons came into use in the industry. The box-like Divco had roomy capacity under a protective top. A driver could walk through the Divco to load or unload in the front as well as in the rear. The cab was half-open to permit easy reining of the horses.

Swanson became one of Menzie's 12 driver-salesmen and was given a helper when he was 18 years old. He had his own Divco assigned to him as well as a team of 1,600-pound horses to pull it. His base pay was $21 a week. He also received two percent of his money collections for the month.

So it was that young Ted Swanson—a tall, husky and quiet kid—earned around $100 a month in 1926. He was fulfilling his family responsibility.

He felt mighty proud of his achievement.

DELIVERING MILK was hard work in the cities during the mid-1920's. For one thing, it was a 7-day-a-week job. Urban living patterns were little changed from the turn of the century. There were few apartment buildings and no supermarkets. Delivery systems of dairy, farm and baked products were a great convenience for householders. Refrigerants were not yet invented.

People living in every house on Ted Swanson's route expected to find a quart glass bottle of milk on their porch every morning. Families with several children often needed two or more quarts. One family might buy a pint or half-pint of cream on a certain day. Another might want a dozen eggs, a cup of cottage cheese, or a pound of butter delivered at specific times.

Swanson, like the other Menzie drivers delivering all these food items, had to keep track of his customers' needs. Every schedule that he could remember saved him steps; thus he remembered them all.

If he was slow in delivery, or erred, Swanson knew he could easily lose a customer to another of the three or four dairies that had wagons working the same route early every day.

Ted Swanson's work day began at three o'clock in the

morning when he reported to the barn. There he would harness and hitch his team of horses, then load the Divco. The first load would include about 40 cases of milk—480 quart bottles in all. In warm weather, he shoveled ice into the wagon's "butter box" to keep the eggs, cheese and butter cool and fresh.

Then he would set out down the dark, tree-lined streets, listening to the clop-clop of the horses who knew the route as well as he. The animals would halt and wait while Swanson and his helper carried their racks to the porches. The horses needed little handling. There was not much auto traffic.

Swanson would finish his first round by 5:30 a.m., and load again at the dairy for his second delivery run. Usually he returned to the plant no later than 9 a.m. Then, Ted would walk home, take a nap, and arise to have lunch. After lunch, he would walk his route to make bill collections on a weekly, bi-monthly, or monthly basis—as the customer desired.

By mid-afternoon, the milkman's work would be completed. He would check his cash into the dairy. He would be home no later than four o'clock in the afternoon.

Seven days a week.

As a driver-salesman, Ted Swanson was alert like most milkmen in McKeesport. He always kept an eye open for a family moving in or out of a house. Either way, it meant a customer change that might benefit him and Menzie Dairy.

When a new family arrived on a block, Swanson would present himself and ask for their business. His courtesy and gentleness usually impressed the customer. That was where the sales part of his job paid off.

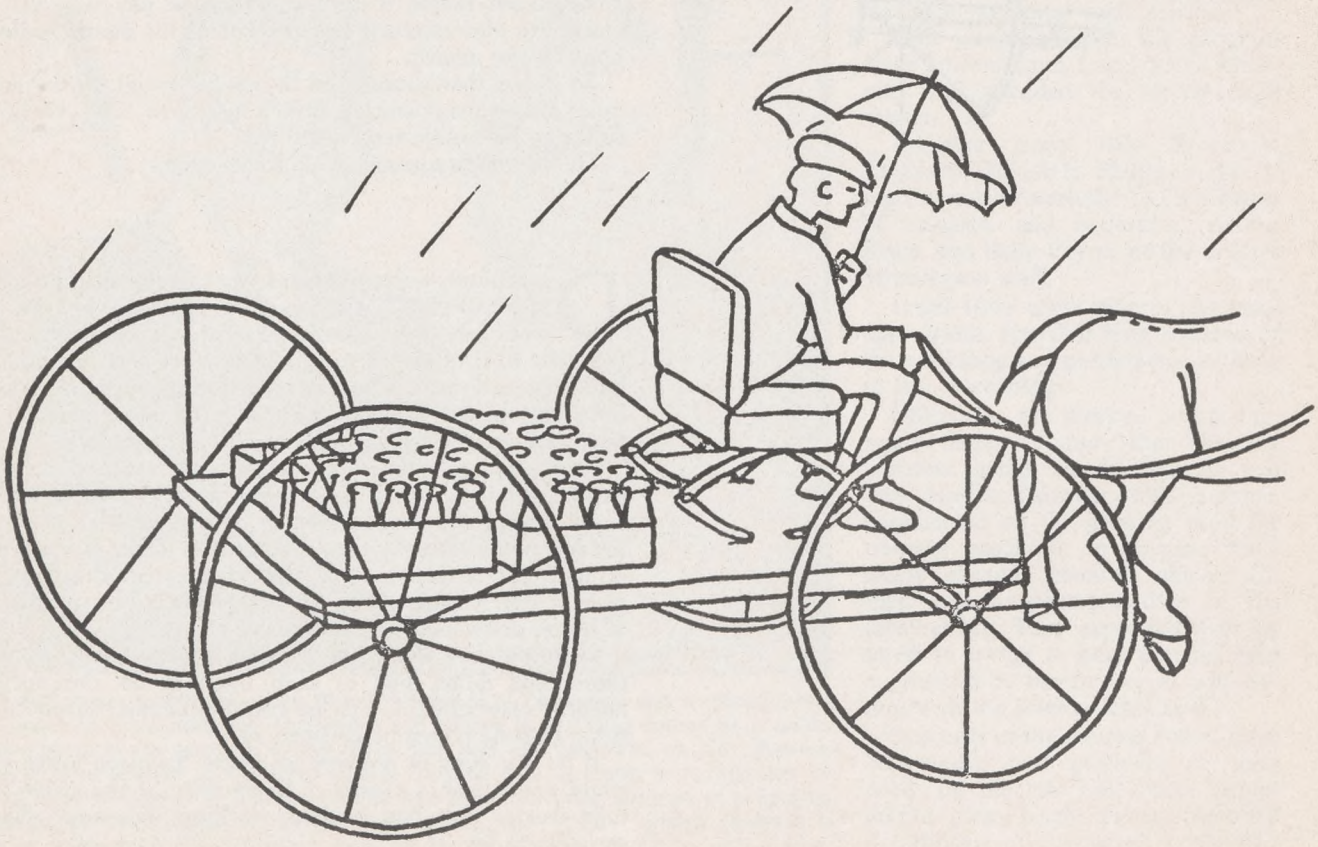
There was another aspect of salesmanship and that was customer satisfaction. If a customer telephoned Menzie Dairy to complain about bitter or sour milk—or perhaps no milk at all in rare instances of theft—Swanson made a speedy extra trip to deliver the goods along with a sincere apology at the door.

Ted Swanson and his team of horses plodded the early morning route through the years. Pennsylvania winters could be extremely cold and the summers equally hot. He survived every season of every year. By 1935, he was making a good enough living to marry a young lady named Lydia.

The middle 1930's were perilous years for workers everywhere. So many were unemployed in the Great Depression. Swanson was able to keep working, fortunately. There were changes afoot, however, including innovations in federal law that improved the prospects for union organizing. There came a time when a new Teamster dairy union was chartered in Pittsburgh. It was Local 205 and its leadership was anxious to expand the membership.

Local 205 organizers found their way to McKeesport in 1937. They headed for the biggest and best-known dairy and that was Menzie. It was a short campaign. The union won recognition for the company's inside production crew and the 75 wholesale and retail driver-salesmen.

As a Teamster, Ted Swanson continued driving a team to deliver retail milk to residences. Only the wholesale



drivers then were using combustion engine trucks to deliver to stores, mostly mom-and-pop groceries. Supermarkets were just beginning to develop in the food industry.

The greatest union benefit for Swanson and the other milkmen was an increase in commission through the years along with a reduction in work days. The workweek gradually diminished until in his closing years at Menzie, Swanson was delivering milk products only five days a week.

SWANSON WAS A GOOD union member. He attended meetings regularly. It was his nature to be quiet, modest, never aggressive. He never became a steward nor did he ever seek office in Teamster Local 205.

Nevertheless, he remained loyal through the years that followed and for good reason. Besides the contract gains in wages and conditions, he appreciated the health and welfare coverage, the pension fund, the additional holidays and job security.

Ted Swanson escaped military service during World War II because of his age and having two children. He drove a team of horses hitched to the Divco throughout the war period. Menzie Dairy did not become fully mechanized until 1948.

It was an odd experience for Swanson when the company closed the stable and sold off the horses. He had little knowledge of driving an automobile, having never owned a car until a few months before the changeover. Then overnight he had to pass an examination for a chauffeur license so he could do his work.

As he grew older in age and seniority, Ted Swanson began to be called "pop" by the younger drivers. Some also referred to him as "judge" for his service on an intra-company board of judges that informally adjudicated accidents involving Menzie drivers.

It was a matter of insurance. If a driver was determined by his peers to be guilty of causing damage, then he paid the costs; if not, insurance footed the damage. Most of the accidents concerned fender-benders occurring during the backing of a truck. A few involved runaway trucks. Swanson always tried to be fair with the driver.

The introduction of trucks on the home milk delivery routes was one of the big signals of change in the dairy industry following World War II. Supermarket chains were strengthening at the expense of mom-and-pop stores. Refrigeration and growing suburban sprawl encouraged the shift of consumer buying habits.

Gradually, across the United States, home retail delivery of milk products began to dwindle. Dairies began merging or failing. Ted Swanson saw all the changes and took part in them. All the while, he continued making his early morning residential deliveries, even as Menzie Dairy began decreasing its number of home routes.

MAKING MILK DELIVERIES from a truck is a young man's work. Yet Ted Swanson kept at it until he was 62 years old when his legs began to bother him. He retired in 1970 after working for Menzie a total of 47 years.

Like many former milk driver-salesmen, Swanson had his share of aches in the back as well as the legs. He retired with a severe case of arthritis, the worst pain coming at the knees.

Ted Swanson believes the knees took extreme punishment through the years from constant climbing up and down steps. Bending the knees at odd angles. Leaning forward or backward on the leg. Trying to save steps while delivering dairy products in all kinds of weather favorable to inducing rheumatism. It definitely was a young man's job.

The fondest memory Swanson took into retirement was that of the horses he drove for 25 years. He really liked the teams. Although he was a city boy and knew nothing of horses when he started work, he came to admire, appreciate and enjoy their company.

He learned to trust the horses yet keep an eye on their strength. A dairy animal usually lasted 10 or 12 years on the street. There was a stable boss to care for them at the Menzie barn. But Swanson and the other drivers were responsible for their teams while making deliveries.

Ted learned what to do when a horse fell on ice: Sneak in quietly and loosen the belly band so the animal —its harness less tight—would try to stand by itself. The main idea was to keep the horse calm so it would not panic and perhaps injure itself in floundering.

He also discovered that horses fear fire or anything thrown at them without warning. So he kept an eye out for any mischievous youngsters in the neighborhood. Ted did not have too much trouble of this kind, however.

Swanson found that the proper time to reward his team with sugar or apple was about halfway through the route, after the animals were fully awake. Too, horses were like people in a way; they knew when their work was nearly done and would perk up. Sometimes the horses wanted to run when they began heading for the barn where there was water and feed. Then the reins had to be held tightly.

Swanson never got nipped by his horses. He never mistreated them. For that matter, he never saw any milkman mistreat an animal.

* * *

A GRANDFATHER NOW, *Theodore Swanson's history of labor is truly a thing of the past. There are no dairies remaining in McKeesport today. The Menzie company was the last to go out of business, in 1976, and that was due to mismanagement.*

When he first quit working, Ted used to spend his days strolling the streets downtown and visiting with people he knew. But his legs have worsened and he walks more slowly and less often.

He has great pride in how well his sons turned out: One is a chemical engineer and the other is employed by General Motors. He looks forward to their visits and otherwise sort of "tinkers around."

Ted particularly enjoys watching sports events on television. He also likes to watch the local educational TV station. He ruefully admits that he has no hobbies.

Swanson recognizes that his 33 years as a member of Teamster Local 205 were beneficial to him and his family. It was a relatively calm alliance in that he took part in a single, week-long strike during a contract dispute about 1950. The union won.

Swanson got along fine with the Menzie Dairy ownership all his years at the company. But in terms of behavior of people and the concept of employers, Ted is strictly pro-Teamster, saying: "If you look at it from the standpoint of human nature, I guess you have to have some protection—don't you?"

It is his opinion that the future of the union movement in the U.S. will depend largely upon the health of the economy. He adds, "But unions are here to stay."

IBT
SHIELD
SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND
International Brotherhood of Teamsters—Department of Safety and Health

LET'S STOP HIGHWAY ACCIDENTS FROM HAPPENING

THE Motor Vehicle Manufacturers Association (MVMA) has released the results of an extensive study on the nighttime visibility of heavy trucks and its relation to car-into-truck accidents.

In a recent letter to IBT Safety and Health Director R. V. Durham, MVMA Vice President Peter Griskivich described the results of the study, which was prepared by the prestigious Highway Safety Research Institute (HSRI) at the University of Michigan.

The study was divided into three parts. First, HSRI examined existing fatal accident data for 1977 in order to pinpoint the conditions under which cars collide with the side or rear of tractor-semitrailers. The researchers found that most fatal collisions occur at night, strongly suggesting that they were accidents caused by the failure of automobile drivers to see and recognize the shape of the truck.

Next, HSRI reviewed available data on how visible trucks are at night and what benefits result from the use of reflectorized materials on truck surfaces. Part of this task included review of the experience in England, where buses, postal vehicles, and trucks must be reflectorized. The conclusion is that increasing the visibility of trucks at night significantly reduces car-into-truck accidents.

The third and final part of the study consisted of an experiment devised to measure the attention-getting properties of various reflective surface arrangements on a semi-trailer.

Paid volunteer drivers wearing a device which measures eye movement repeatedly drove an automobile past a truck trailer parked beside the test track. The drivers were told that they were participating in a "highway sign study" and the parked trailer was not mentioned.

The eye movement device was able to determine when the test subjects saw the semi-trailer. When a trailer without any reflectorized material was used, the driver saw it at a distance of 300 to 400 feet with the headlights set on low beam.

However, when reflective material was added to the side and rear of the trailer, the test subjects recognized the trailer at a distance of 1,000 feet. The reflective material caused drivers to look at the truck more often and allowed it to be seen at a greater distance.

The HSRI study offers strong evidence that increasing the visibility of trucks and trailers can significantly reduce the commonplace car-into-truck collision. More research is needed, but both the IBT and MVMA feel that by working together, many of these particularly dangerous accidents can be avoided in the future.

There has to be a better solution . . .



DON'T LET YOURSELF





BECOME A STATISTIC

ONE OUT OF EVERY 11 WORKERS INJURED OR ILL; NEARLY 5,000 DEAD. Those are the alarming statistics on workplace-related deaths, injuries and illnesses for 1979 as contained in a new report just released by the Department of Labor.

The toll of 4,950 deaths and 6.1 million injuries and illnesses remains essentially unchanged from the year before, the department's Bureau of Labor Statistics said.

The issue of job health and safety could become paramount in the period ahead because conservatives in Congress have been attacking the federal Occupational Safety and Health Administration and trying to cut back inspections. President-elect Reagan also has criticized government regulations in this area as too burdensome to employers.

BLS said the 4,950 work-related deaths in 1979 occurred in units with 11 or more workers. The fatality rate was 0.86 per 10,000, almost unchanged from the 0.82 rate for 1978.

The overall incidence rate of 9.5 injuries and illnesses per 100 full-time workers compared with 9.4 in 1978. The total increased from 5.8 million in 1978 to 6.1 million in 1979, about 5 percent, due to a proportionate rise in workers employed and their working hours, BLS noted.

Sheldon Samuels, director of health, safety and the environment for the AFL-CIO Industrial Union Department, noted that since 1972 there has been a downward trend of employer-reported injuries, illnesses and deaths. However, now there is a leveling off and "not much more will occur unless we get rid of employer-developed standards," he said.

Most safety standards came from employer-dominated groups and do not "cover hazards from which most workers die," Samuels said.

Jim Lapping, safety and health director for the AFL-CIO Building and Construction Trades Department, criticized reporting requirements of the Occupational Safety and Health Administration. He noted that, while the survey logged 960 deaths for construction, the National Safety Council reported 2,600 for 1979.

"OSHA still, after 10 years, has not developed a good reporting system," Lapping declared. For example, he cited the hypothetical case of a construction worker who falls, sustains a chest injury, is hospitalized and dies of pneumonia due to complications. Under the OSHA 48-hour rule for reporting a fatality, if the man dies later than 48 hours after the accident, it would probably not be reported as a job-related death, he said.

Stressing the strong California OSHA program under then-Governor Ronald Reagan, Lapping said, "I think we'll do very well" under the incoming administration.

The leading causes of deaths were car and truck accidents, 28 percent; heart attacks, 10 percent; industrial vehicles or equipment, 10 percent and falls, 10 percent.

The manufacturing sector, with 33 percent of employment in the private sector, accounted for the most deaths —1,100 or 22 percent of the total fatalities.

However, in mining, with only 1 percent of employment, fatalities numbered 490 or 10 percent of the total for 1979.

In construction, with 5 percent of employment, there were 960 deaths or 19 percent of the total. In transportation, with 8 percent of employment, 915 workers died—19 percent of the total.

Several key findings concerning fatalities were:

- Deaths from falls were heavily concentrated in the construction industry, which accounted for more than one-half of all such cases.
- Over 60 percent of the deaths caused by fires occurred in manufacturing.
- About 30 percent of the deaths from contact with electric current occurred to workers in construction.

Findings on causes of deaths reflect information received in the first two years of a BLS annual survey on causes.

Construction showed the highest injury rate: 16.0 injuries for every 100 full-time workers. Manufacturing was second, with a rate of 12.8. Within the manufacturing sector, the highest industry injury rates occurred in lumber and wood products, 20.4; fabricated metal products, 19.4, and food and kindred products, 19.2.

Other findings on 1979 injury and illness experience include:

- The overall injury rate for private sector industries was 9.2 per 100 full-time workers, the same as in 1978. The rate rose in four of the eight industry divisions—agriculture, construction, wholesale and retail trade and finance, insurance and real estate. The rate for mining went down, while the rates remained the same for manufacturing, transportation and public utilities, and services.
- About 5.96 million work-related injuries were reported for 1979, compared to 5.66 million in 1978. The increase is nearly proportional to the increase in hours worked, BLS said.
- Lost time injury rates rose in all industry divisions.
- The number of injuries involving lost worktime increased from 2.44 million to 2.70 million.

ACTIVE IBT LOCALS

ORLANDO, FLORIDA

Florida Teamster A Skyjacking Victim

For Teamster retiree Frank C. Hanus, what had been a dream vacation to the Bahamas quickly turned into a nightmare recently, after he and 109 other passengers aboard a Republic Airlines flight found themselves involved in a skyjacking attempt engineered by four Cubans intent on returning home.

Hanus, a 21-year veteran of Teamster Local 725 in Chicago and former Brink's Inc. security guard, thought such excitement was behind him when he moved to Florida and transferred to Local 385 in Orlando to work, retiring two years ago.

He learned that he was wrong just minutes after boarding a flight in Miami with his wife, en route home to Orlando from a Bahamas vacation.

Shortly after takeoff, four Cubans stormed into the plane aisle, brandishing bottles filled with kerosene and armed with cigarette lighters, and commandeered the plane, yelling "Cuba, Cuba." There was no doubt, said Hanus, that they were "going to try to take this plane to Cuba."

Recalling the incident recently, Hanus noted that the plane's crew responded magnificently to the emergency, with flight attendants immediately swinging into action to aid hysterical passengers and calm the frightened, and giving the hijackers whatever they wanted, even as the pilot detoured the plane to Cuba.

On approaching Cuban airspace, the Teamster noted, passengers soon spotted the metal silhouettes of two Russian jets maneuvering close to the Republic airliner to escort it to its landing at Jose Marti Airport in Havana. The DC-9 then taxied to the far end of the field, where soldiers, armed with rifles and machine guns, and military vehicles awaited the plane's arrival. As the Cubans exited from the plane, they were immediately taken into custody and whisked away by security personnel.

Passengers aboard the craft deplaned and spent several hours in an airline terminal at the airport—where, Hanus noted, they were treated courteously, given complimentary food and drink and could buy souvenirs and gifts. He added that they were, however, watched over by armed guards and were not allowed to buy newspapers or take pictures.

Finally, their wait over, the 110 passengers of Republic's Flight 228 to Orlando reboarded their interrupted flight. The plane soon was taxiing down the runway bound for Miami. As the craft lifted aloft, cheers and shouts of joy from the happy passengers could be heard throughout the aircraft.

Another delay ensued in Miami, as each passenger was interrogated by FBI personnel seeking descriptions of the hijackers and details about their ordeal.

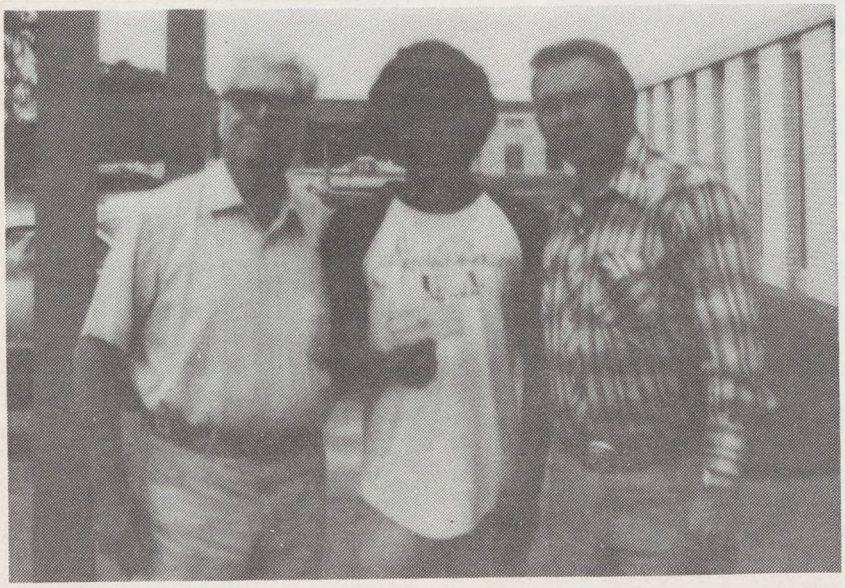
"To cap it off, passengers were required to clear U.S. Customs because of their unscheduled overseas trip," Hanus said, noting that he was required to pay $2.50 in duty on a $3.65 bottle of rum he had bought in Havana Airport.

The Hanuses were happy to be back home again with their two sons, Tom and George, who noted that the airline staff had been very helpful in keeping the families informed about the skyjacking.

"We were very worried, of course," said Tom. "All we could think about was the Iran situation and we were afraid our folks might be detained indefinitely. Republic was most helpful . . . they gave us a special phone number to call during the evening."

Now that the hijacking is over, and even with his doubts about the caliber of the security crew in Miami that unsuspectingly let the Cubans board without detecting the bottles of flammable liquid they were concealing, Hanus can joke about the ordeal.

"It will be a lifetime memory," he laughingly says, "our little unplanned trip to Cuba." And yes, the Teamster would fly on Republic Airlines again, and he called the airline to tell them so. "Of course, if they'd like to give us a complimentary flight some day to make up for the inconvenience of Flight 228, that would be very nice," he adds.



HOUSTON, TEXAS

It's Always Fun To Win A Big One

Teamster Local 1111 member Jimmy Rendon (center) is all smiles as he receives a backpay award of $15,450.24, after an arbitrator ruled that Rendon had been unjustly fired by Pepsi Cola Bottling Group in Houston, Texas. Here Ralph Waymire (left), secretary-treasurer and business manager of the Houston local, and Lynn Wells (right), president of the Teamsters' affiliate, present the award to Rendon.

ALLENTOWN, PENNSYLVANIA

Newspaper Newsroom Staff Joins the Teamsters

Thirty-one reporters, photographers and other newsroom employees in Pennsylvania came under their first Teamster contract November 1, becoming the first bargaining unit of its kind in the Eastern Conference and possibly the first to go Teamster nationally as well.

Local 773 in Allentown, Pa., won the right to represent the unit, comprised of employees in the Bethlehem and Easton bureaus of the Call-Chronicle Newspapers, Inc., by a 26-2 vote in a National Labor Relations Board-conducted ballot.

Local 773 President Alfonso Abruzzi, who directed the organizing drive, said job security and pay parity with newsroom staffers in the *Call-Chronicle's* home office of Allentown were key goals among bureau members.

Hard bargaining produced a three-year contract that won nearly unanimous approval. Newsroom staffers won significant pay increases and saw other important demands addressed in the pact.

When asked why they chose representation by the Teamsters, members said they were seeking a strong, full-service union.

Noting that the local union represented other workers, especially those in the public sector, in the area, *Call-Chronicle* staffers cited the "professional" nature of that representation and the local's reputation for "high-level, issues-oriented bargaining".



Here, the negotiating committee from the Call-Chronicle Newspaper meet to sign the first newsroom agreement between the daily newspaper and the Teamsters. Seated from left to right are: Al Abruzzi, president, Local 773; Bernard Stinner, secretary-treasurer, Call-Chronicle Newspaper; and Chuck Bernhard, Local 773 organizer. Standing, left to right: Tom Moyland, news reporter; Terry Larimer, sports reporter; Jim Shelton, representative, Eastern Conference, and Tom Schroder, news reporter. (Local 773 also represents the paper's drivers.)

PHILADELPHIA, PENNSYLVANIA

Teamsters Are Interested In Member's Hostage Song

Last month, in *International Teamster*, Teamsters learned of the songwriting career and record just released by Teamster Local 929 member Len Stark of Philadelphia.

Brother Stark, touched by the crisis affecting the American hostages in Iran and their year-long captivity, recently sat down and composed the lyric for this song, which he then recorded and has just released as a single record on the Melron label.

Brother Stark hopes, he says, that his record as it's played, will provide love and encouragement to the hostages and their families, assure them that they haven't been forgotten, and remind all Americans that, together, we can overcome this or any other adversity that faces us, if we'll only pull together.

Many Teamsters, since reading of Stark's effort, have inquired about his song, so this month we're providing the lyrics to his stirring, patriotic tune.



For more information about the record, Teamsters can contact Brother Stark at 5007 F. Street, Philadelphia, Pa., 19124.

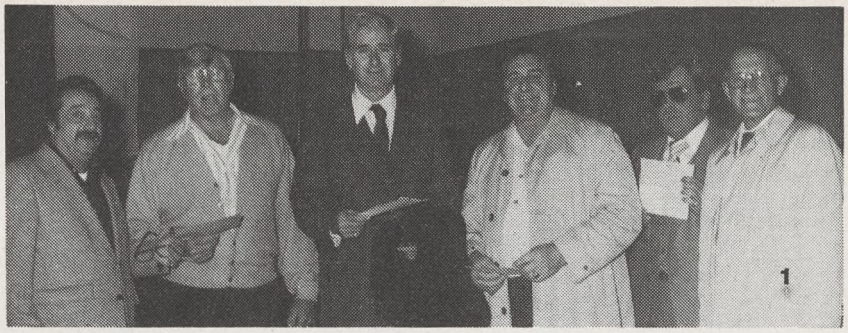
The American Message to the Hostages*

Lyrics by Len Stark

We're talkin' 'bout a certain few
God only knows what they've gone thru—
Americans
Alone and waiting for the day
When they'll be out and on their way—
Americans
They'll make it some day—We'll make it some way
We'll make it some way
And bring them back where they belong
No matter what the world may say
Our hearts are with them every day—
Americans
Because we have a love that's true
Our hearts are with that certain few—
Americans
We're gonna make it some day—we'll make it some way
And bring them back where they belong
People just keep a talkin', but you just keep on hope-in'
Don't pay it no mind
Although they're tryin' to break us
Never will they make us
Lose our love inside
Our love is like a treasure
Not just a moment's pleasure
That will never die
So let them talk about us—even let them doubt us
We will show them how we try
Rain or stormy weather, we'll always be together—
Americans
Our flag will stand beside us—we'll have her love to guide us
Americans
They're gonna make it some day
We'll make it some way and bring them back where they belong
We'll make it—We'll make it—We'll make it

*Reprinted courtesy Moonlake Publ. B.M.I.

ACTIVE IBT LOCALS


1


2


3

NEW JERSEY

Two More Teamster Locals Get Rheingold Settlements

Teamster Locals 843 and 102 recently distributed backpay awards to members involved in a lengthy arbitration case with Rheingold Brewery.

The grievance, decided in the workers' favor, centered on disputed reimbursement for vacation pay lost after the 1977 closing of an Orange, N.J. plant at which Teamsters from several New Jersey locals worked. The plant closed when Rheingold sold the operation to Schmidt & Sons.

Rheingold finally agreed to pay union workers the balance of their 1977 earned vacation and half of what they would have gotten had the plant been open in 1978. (Local 46's share of the arbitration award was announced in an earlier issue of the magazine.)

1. In the top photo, some of 182 former Rheingold workers from Local 843 in Springfield, N.J., meet at the Polish National Home in Irvington, N.J., where they received their share of $187,585.12 in vacation pay awarded to Local 843 members. From left to right are: Carlo L. Del Pizzo, vice president, Local 843; former Rheingold Brewery bottleshop stewards Carl Burkhardt and Pat Stokes; Al Leinweber, former recording secretary, Local 843; John Adranowitz, former Rheingold Brewery warehouse steward, and Frank A. Jackiewitz, secretary-treasurer, Local 843.

2. In the second photo, Teamsters from Local 102 in East Orange, N.J., receive their share of $100,000 that 100 former Rheingold workers from that Teamster local shared as their part of the overall $400,000 Rheingold arbitration award. From left are: Helen Lembo, Jack Riley and Don Manroot, Local 107 trustees; Wally Rankin, former Rheingold Brewhouse steward; Jim D'Aries, a former Rheingold clerical steward; Richard Weinmann, Local 102's attorney, and Ben Merker, Local 102's secretary-treasurer.

3. At the bottom, Local 102's former Rheingold employees display their arbitration awards, after giving their Teamster officers a standing vote of appreciation for a job well done.

WHEELING, WEST VIRGINIA

Just Cause and Skillful Arbitration Win the Day

Teamster Local 697 member Joseph Dallison, a driver-salesman for ITT Continental Baking Co., is back at work with full seniority and benefits and a hefty backpay award of $10,529.00, thanks to an arbitration case successfully argued in his behalf by his Teamster local. Here Dallison (second from right) is shown receiving his check from Local 697 President Paul Knollinger, as Secretary-Treasurer William Niven (far right) and Business Agent George Shultz (far left) watch.



NEW BEDFORD, MASSACHUSETTS

In the Right Place At the Right Time

"The only thing I could think is what if she jumped before I got there. Everything else was a blur," said Teamster Local 59 member Robert J. Benjamin recently, of the seconds before he managed to make a last-minute rescue of a woman about to jump off a highway bridge.

Benjamin, a truck driver for the Luzo Food Service Corp. of New Bedford, Mass., was headed out to make a delivery early one Thursday morning. Driving across the Sagamore Bridge along his route, he noticed ahead a car parked in the inside lane, and then "saw this lady climbing over the side."

The Teamster pulled his vehicle over, and ran to the woman, yelling to her to stop, very clear in his own mind that she was ready to jump. Seconds later, another man who had stopped, Edward McCormick, reached the woman.

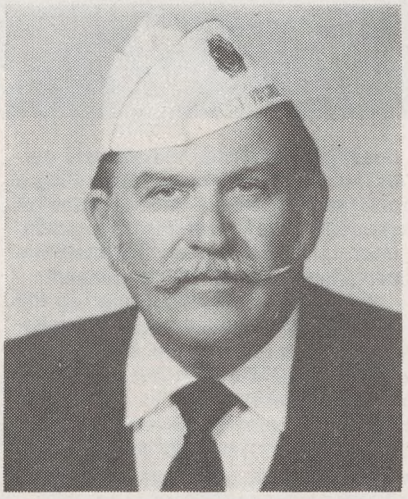
Together, the two were able to grasp the woman, pull her off the railing and onto the pavement, and subdue her until police arrived. They had already been summoned by a third trucker, who had stopped and alerted police on his CB radio.

Benjamin estimates it took slightly more than 30 seconds for him to reach the woman, after leaving his truck. After police arrived, he continued work, but admits the incident left him shaken. "I was in a daze," he says. "It was as if I was in the twilight zone."

CHARLESTON, WEST VIRGINIA

Teamster Chosen For Civic Post

Dana L. Orndorff, a veteran member of Teamster Local 175 in Charleston, was recently elected Commander of the American Legion, Department of West Virginia, by fellow VFW members from the state. Orndorff, a 15-year over-the-road driver and shop steward for Coastal Tank Lines, has been a member of the Legion since 1953 and had served in many post, district and department offices and committee positions prior to taking over this leadership post.



HICKORY, NORTH CAROLINA

Another Retiree Group Joins Ranks

IBT Local 61 in Hickory, N.C. recently joined the ranks of union affiliates that can boast that its retired members have banded into a retirees group under the Teamster banner.

Local 61's retiree chapter was founded in January, 1980 and already boasts a membership of more than 170 members, proud Teamsters all.

The group advises that at its first membership meeting, retirees elected William S. Gantt to serve as first president of the fledgling association.

NEW YORK, NEW YORK

N.Y. Teamsters Part of Health Education Program

With skyrocketing health care costs and escalating insurance premiums for all types of hospitalization coverage, what could be more valuable for Teamsters than courses that not only show them how to stay well and reduce their risk of disease, but also how to avoid unnecessary and expensive hospitalizations?

A program aimed at doing just that has been developed for New York area Teamsters and their families recently by Teamster Joint Council 16, in conjunction with the Management Hospitalization Trust Fund and Blue Cross-Blue Shield of Greater New York.

Teamsters recently began attending a special evening series of workshops, created just for them, and concentrating on such topics as dealing with stress, how to stop smoking, preparing for retirement, diet and weight loss, avoiding backaches and preventive health care. The program, taught by a group of health experts, is offered at New York's Blue Cross-Blue Shield Health Education Center.

Many area Teamster locals also have been invited to participate in free Blue Cross-Blue Shield hypertension screening clinics at their worksites as an adjunct to the health program.

Through the education seminars, the Teamsters hope to improve members' health as well as minimize medical expenses and related absenteeism from work.

Teamster Joint Council 16 President Joseph Trerotola, also an International Vice President, said of the new program recently: "With this new health education project, I think we've taken another step forward in reaching our goals. While we want to bring our members the best care and insurance coverage available, we also want them to be able to help themselves. . . . Our members are enthusiastic about the workshops."

Blue Cross President Edwin R. Werner added: "This (program) adds a new dimension to our ongoing efforts to keep people healthy. That's the most effective way of reducing health care costs today. A health insurer must help people stay well, not just pay the bills when illness strikes.

"This is the first time we've designed courses to meet the specific requirements of an organization, but if the project proves successful, we hope to expand our schedule of workshops so that all Teamster locals (in the area) can participate."

The new Teamster program is being coordinated by Teamster Center Services, an advice and referral service initiated two years ago by Joint Council 16 and Management Hospitalization Trust Fund. It provides counseling and guidance in areas ranging from medical problems to money matters for 25,000 Teamsters and their families from 11 Teamster local unions in the New York area—an area stretching from eastern Long Island to upstate New York. The Teamster program operates out of the Montefiore Hospital and Medical Center in New York City.

ACTIVE IBT LOCALS

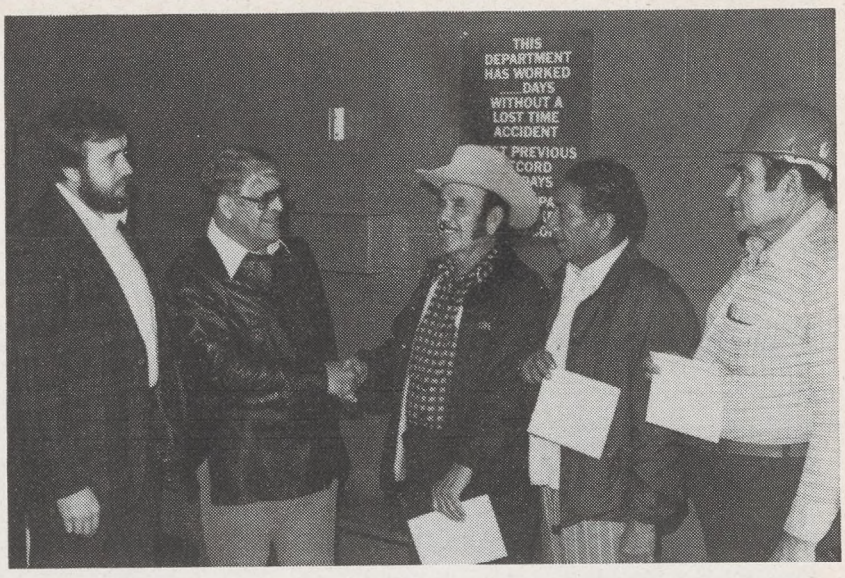
APPLETON, WISCONSIN

Teamster Local Defends Migrant Workers' Rights

Seasonal or not, migrant workers employed at Stokely Van Camp, Inc.'s Appleton, Wisc. plant, still get full protection under Teamster contract provisions, as Local 563 proved in a recent arbitration case.

The Wisconsin local took the Stokely Teamsters' case against their employer to arbitration after the company, going against its previous practice of providing housing for migrant seasonal workers who return to work every packing season, did not make housing available to the workers during the 1978 packing season. Filing a grievance under a maintenance of standards clause in the union contract, Local 563 argued that the company had violated the agreement.

An arbitrator recently ruled in the workers' favor, ordering them reimbursed for losses they incurred by having to pay their own rents and utilities that year.



Local 563 Secretary-Treasurer Dennis Vandenbergen (far left) and Central Conference of Teamsters Food Processing Division Director Roger Wallace are shown here presenting checks in behalf of the Stokely migrant employees to the heads of the three family groups of workers involved, including Guadalupe Vasquez, Luis Garza and Arturo Alanis.

CHICAGO, ILLINOIS

Teamsters Active in Histadrut's Efforts

Chairing a Histadrut (Israeli Federation of Labor) testimonial dinner honoring two veteran labor attorneys —Sheldon M. Charone and Sherman Carmell—recently was IBT Vice President Louis F. Peick, who is also president of Teamster Joint Council 25 and secretary-treasurer of Chicago Local 705.

Proceeds from the event were going to a good cause—construction of a section of Histadrut's Loewenstein Hospital in Raanana, Israel.

During the festivities, the Teamster leader was himself honored for his work on behalf of the group, receiving an Israeli medal for his efforts.



1. Above, the Teamsters' Peick accepts his own award from Chicago Mayor Jane Byrne, as he is congratulated by Illinois Governor James R. Thompson. To Peick's right are Norman Greene, director of the Teamsters Airline Division (second from right) and Harry S. Kurshenbaum, business manager of Service Employees Local 73, both of whom served as dinner co-chairmen.



2. At right, Peick (right) congratulates Charone (left) and Carmell (center) on their awards.

CHICAGO, ILLINOIS

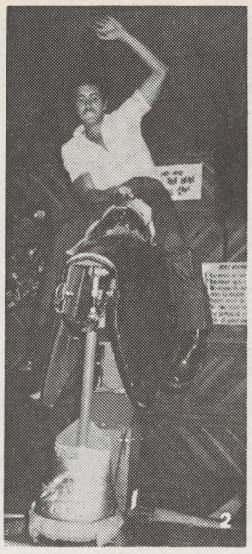
Teamsters Devise Unique Ways to Help Little City

Teamster Local 710 in Chicago, Ill., whose secretary-treasurer William Joyce is chairman of the Little City Foundation fund-raising committee, has come up with some unique ways of raising funds in recent months, to help increase Little City's coffers.

At the first event, held in late August, it was 'YA-HOOOOO' time, as Yesterday's Cafe hosted its Little City Days, and all weekend long Teamster after Teamster made like the urban cowboy (or cowgirl) and braved a bucking mechanical bull for up to 12 seconds with the proceeds going to help the mentally retarded and blind retarded children who live at Little City in Palatine, Ill.

The idea for the event was conceived by Joe Pascucci, a Teamster steward at Mid-American Freight Lines and member of Chicago Teamster Local 710. Joe doubles as part-time manager of the cafe and suggested the idea to Bill Joyce, as a way of making some money for the charity.

Donations of $1.00 and up were charged as newcomers hit the door for admittance, with a $2.00 charge (and all the stamina contenders could muster) to mount the mechanical bull for the ride. Customers were greeted by 24 girls, dressed in hot pants, cowboy hats and Little City aprons, along with the bartenders—all of whom donated their time to make the western funtime days a success. By the time it was over, in addition to some pretty sore backsides, Teamsters and Yesterday's Cafe had raised a lot of money for Little City and enjoyed a lot of fun in the process.









The second fund-raising event, a Walkathon for the Little City Foundation, took place in late October of last year, and raised more than $10,000 for the charity.

Participating in the 10-mile walk were Local 710 organizers, business agents, truck drivers and other members, office workers and officials, spouses and children, all marking off the miles to collect pledges and donations promised them.

With more than 100 marchers making the trek, enthusiasm ran high, despite the damp cold day and the first snow flurries of the season, and soon spread to passing joggers and motorists who encouraged them along the way.

At the end of the trail, warm barbeque fires beckoned, tended by Local 710 staffers who dished up delicious hamburgers, hotdogs and soft drinks to the tired walkers.

And all agreed that these would not be the last fund-raising efforts the active Teamster local will accomplish to help the charitable organization which today is noted both in the State of Illinois and elsewhere "as one of the most successful and progressive programs for mentally retarded and handicapped children and young adults."

1. Above, Joe Pascucci, a Local 710 steward and part-time manager of Yesterday's Cafe, talks with Rick, the restaurant's manager, and Local 710 Vice President Bob Szucs during Little City Days.
2. Here, a patron of Yesterday's Cafe bucks the bull to help raise bucks for Little City.
3. Down roads and through the woods, Local 710's stewards and staff walked as they participated in the Little City Walkathon.
4. Here, Local 710 Organizer Sam Vuckov cooks the food, as he awaits the arrival of Walkathon participants.

MILWAUKEE, WISCONSIN

More Teamsters Proud They Helped Him Win

Milwaukee Teamster Local 200 was another of the IBT affiliates strongly supporting President-elect Ronald Reagan in the recently completed election campaign. Local 200 was one of the hosts of a Reagan appearance in Milwaukee the Sunday before the November 4 election. Behind Reagan in this photo is Wisconsin Governor Lee Dreyfuss and at right is James Jesinski, secretary-treasurer of Teamster Local 200 and State Joint Council 39. Jesinski was one of the speakers at the event and welcomed Reagan, in addition to introducing several other labor representatives.



ACTIVE IBT LOCALS

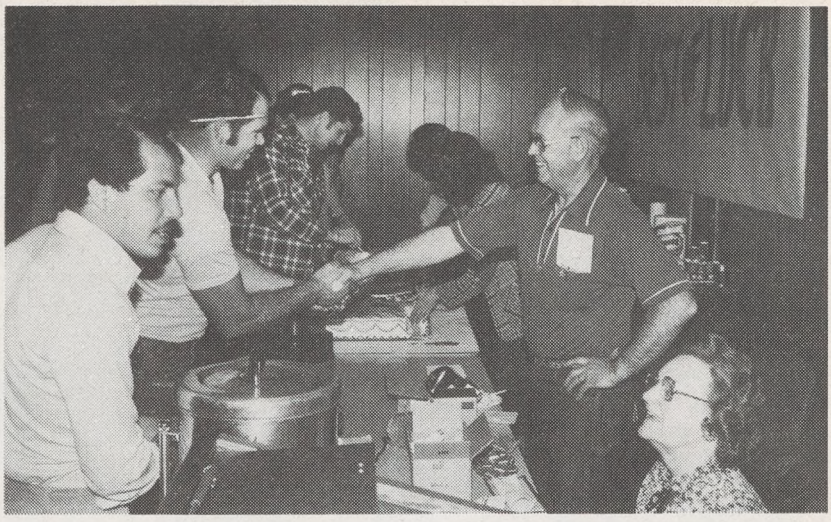
SALEM, OREGON

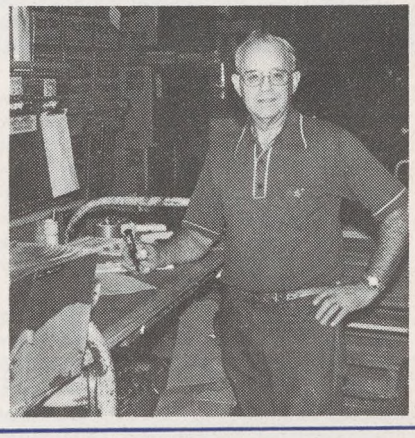
Workers at West Coast Wish Cohort Well

An overflow crowd assembled in the conference room of Salem's West Coast Grocery recently to wish 30-year Teamster veteran George Weigart a happy retirement. Weigart retired recently as a receiving clerk for the company after 16 years of employment. He began his career with West Coast as a warehouseman, prior to which he worked with Salem Steel and Supply.

On hand to greet the Teamster and his wife, Marie, at the party were Weigart's coworkers, some fellow retirees and company officials, along with Teamster Local 324 Business Agent Randy Ficek who had the honor of presenting Weigart with his service pin and his first Teamster pension check.

Recalling his happy years with WESCO, Weigart was prompted to comment: "You young workers do not really appreciate what the Teamsters Union does for you. But the years pass and about the most valuable benefit you will get is your pension, as I am getting, that will keep you comfortable in your retirement years."





Above, Weigart and his wife, Marie, greet well-wishers at the party. At right, the Teamster finishes his last day of work by filling out one last receiving report.

PORTLAND, OREGON

Teamster Officer Elected to Health Panel

Long interested in ensuring quality health care for Teamster members, Teamster J.C. 37 Trustee and Local 305 Secretary-Treasurer Dean Hollomon recently moved into a position where he can better represent Oregon Teamsters on this front, with his recent election as a director of the prestigious Multnomah Foundation for Medical Care in Oregon.

MFMC is a non-profit corporation formed for the primary purpose of peer review of health services, to provide a mechanism for reviewing the quality, quantity and cost of medical care, and the utilization of medical and hospital facilities.

Holloman first became actively involved with the health care field back in 1974 when he served with the Comprehensive Health Planning Association for the Metropolitan Portland area. Service with a number of area health agencies on a voluntary basis since then has given him a thorough grounding in the field and earned him the respect of health professionals.



Here congratulating Hollomon, second from right, on his election as a director of Multnomah Foundation for Medical Care are, from right: John W. Bussman, M.D., president and medical director of MFMC; Hollomon; Philip C. Walker II, MFMC executive director, and Dale Wineberg, president of Teamster Local 305. (Wineberg, it should be noted, is also actively involved with controlling the quality and costs of health care and serves as vice chairman of the State Health Coordinating Council, an agency charged with health planning for the state.)

PORTLAND, OREGON

Teamster Is IMMS Forklift Champ

Teamster Carl Fisher of Portland, Ore. Local 205 recently took top honors in the National Final Forklift Rally, held at Somerset, New Jersey, under the sponsorship of the International Material Management Society, by besting 60 competitors from the U.S. and Canada.

Fisher, employed by United Grocers of Milwaukie, Oregon, was representing his employer when he won an earlier IMMS Regional Counter-Balance Forklift Rally in Portland against 24 competitors, earning the right to proceed to the national competition.

In New Jersey, Fisher triumphed over the competition by scoring 502 points out of a possible 516. And this was only the Teamster's second year of forklift competition!



Here Fisher is shown, after winning the regional rally in Oregon, with some of his biggest boosters. From left are: Roger Danley, United Grocers warehouse superintendent; Robert Green, a Local 206 business representative; Fisher; Keith Thye, UG operations manager, and Frank Register, UG training supervisor.



OAKLAND, CALIFORNIA

Teamster Local Totes Up An Arbitration Win

It's smiles all around, as three Teamsters receive grievance settlement checks arising from their arbitration case with their employer, the Lucky Stores Vacaville food distribution center. Here Local 78 President G. V. "Red" Wallace (second from right) makes the presentation of checks totaling more than $5,000 to the three. From left to right are: Local 78 Vice President Dennis Thomas, President Jerry Corniola, who processed the grievance; Teamster members Bill Coats, Paul Grierson and Mike Olson; Wallace, and Attorney Burt Boltuch who presented the case in arbitration. Lucky had subcontracted out Local 78 work while these three members were on layoff status, the arbitrator ruled, violating its contract with the local.

OKLAHOMA CITY, OKLAHOMA

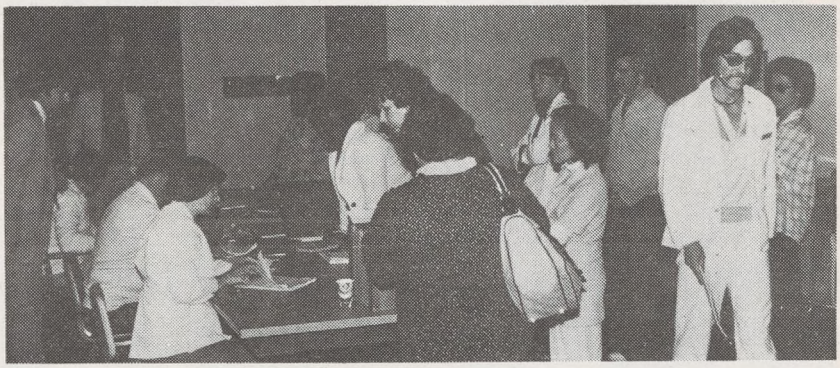
Teamsters Help Buddy Celebrate Work Milestone

When Teamster Local 886 member Delmer Koas (center) retired recently from Lee Way Motor Freight in Oklahoma City, Okla., two of his buddies hurried over to wish him well on his way into retirement after a 30-year career with the company. Congratulating Delmer on his retirement are Teamsters Clarence Wright (right) and Johnnie Gilbert (left). Among the three they have more than 91 years' logged service with the Teamster local.



ACTIVE IBT LOCALS





PORTLAND, OREGON

Like Teddy at San Juan, Teamsters Take 'The Hill'

It was "Charge" all the way, in the hard-fought, protracted organizing campaign recently waged at the University of Oregon Health Sciences Center by Portland Teamster Local 223.

But determination and dedication paid off, resulting in overwhelming ratification by workers involved of the first Teamster contract ever negotiated at the center, which is a state facility.

The contract, just certified by the State Employment Relations Board, covers some 2,200 members in the bargaining unit, under 155 classifications spread out in 41 buildings in the OHSC complex.

This victory also establishes the Teamsters as a major force in bargaining in the growing public sector.

The campaign to organize the center, also known as "The Hill," began in March, 1979. Complicating the organizing efforts were several factors, among them the fact that the Oregon State Employees Association had formerly represented workers and had done a poor job so apathy ran high. Secondly, the unit was large and scattered, making communications among employees sometimes difficult.

But overcome the pitfalls the Teamsters did. And when, after months of obtaining signatures to get the election petition and days of meetings to acquaint workers with the benefits Teamster membership could offer, the first election was deadlocked with neither the Teamsters nor OSEA receiving a clear majority of the ballots cast, Teamster Local 223 dug in and started all over again.

The results of the second election, held early last year, were overwhelmingly in favor of Teamster Local 223.

Sitting down at the negotiating table was a committee of seven employees, working with Clayton Banry, public employee division director for Local 223, who acted as chief negotiator for the union.

Negotiations began in May of 1980. By the time they were concluded in October, 1980, they had resulted in an 81-page contract encompassing all agency and central agreements and all personnel rules for state employees in one document for the first time.

Even more important were the gains won. Many items that had been negotiated away by OSEA in the past were won back. Workers also received hefty across-the-board pay raises, and many fringes including provisions for overtime pay or compensatory time off, meal tickets for employees working more than two hours beyond the normal work shift, and a strong subcontracting article that does not allow the State to subcontract out work and lay off employees. The new contract also contained a "fair-share" article that had never been included in a contract on The Hill before.

With copies of the contract in hand, at eight meetings scheduled throughout a two-day period, employees learned about the provisions of their potential new contract, prior to voting.

The final result of the secret ballot vote was 936 yes, and 411 no. Employees on The Hill had just ratified their first Teamster contract, which will expire in June, 1981.

Above, Oregon Governor Vic Atiyeh signs for the state the first bargaining agreement negotiated by Teamster Local 223 for members at "The Hill" in Portland. Standing, from left, are Executive Department Deputy Director Bob W. Smith, University of Oregon Health and Science Center President Leonard Laster, and Local 223 Secretary-Treasurer Glenn Vance, who signed on behalf of Local 223 and the employees.

It took two days for employees on The Hill to cast their ballots at the OSHC Library, but when they did they voted for Teamster representation by a whopping two-to-one majority.

"This was a total team effort involving the entire staff of the local union, with assistance from Joint Council 37, the Western Conference of Teamsters, as well as the best in-house organizing committee I have ever seen," said Glenn Vance, secretary-treasurer of Local 223.

"We must realize," Vance concluded, "that what has been accomplished is a tremendous achievement in the history of labor within the State of Oregon. For the first time, our organization has effectively and professionally brought state employees the benefits of true collective bargaining. We are no longer the 'new kid on the block,' but are now fully established as a viable and responsible alternative to association bargaining within the state system, and we are here to stay."

SANGER, CALIFORNIA

Seabrook Workers Urge The Teamsters On

For the past two years, employees of Seabrook Foods, Inc., in Sanger, California, have been involved in a tough organizing campaign in which Teamster Local 912 sought to bring workers into the union. After a bitter battle, the company not only refused to recognize the union after workers had voted it in, but forced workers into a bitter one-year strike for recognition. Now that battle is over, since a rerun election recently resulted in a win for the employers.

But rather than being bitter about the defeat, Seabrook workers wrote recently to officers of the union to thank them for the Teamsters' ongoing efforts on their behalf and to urge them to keep trying to organize the other packing plants in the area.

"We know the reason we lost was because Seabrook lied to the employees about the union, and people inside the plant swallowed those lies," a committee of 85 workers wrote. "But even though we did not win the election, we are grateful to all those who supported us during the long, long strike: Local 912, Joint Councils 7, 38 and 42, and the Western Conference of Teamsters.

"Even though we were not officially Teamsters Union members we received strike benefits, and Local 912 helped nearly 200 of us get unemployment benefits even though Seabrook went to court to try to deny us that money. The representatives of the Teamsters Union who have been here in Sanger have showed us how much a union can really care about the people it represents, and we know that they bent over backwards to help us try to bring a union to Seabrook Foods," they added.

"Now that the strike is over, many of us have found jobs in the other packing plants in Sanger, and we have seen that they need a union as much as Seabrook does. Most of us had no experience with unions before the Teamsters came to Seabrook—but now we understand our rights and we are telling our new co-workers about the Teamsters.

"The town of Sanger, like the whole San Joaquin Valley, is mostly non-union—or maybe anti-union is a better word. We feel that now is the time to get out and organize other people like ourselves so that they will learn that they do not have to put up with the kind of treatment they get forever."

They concluded: "We just wanted you to know that the Teamsters Union has our support, and we are looking forward to the day when we can become full-fledged members no matter where we work in this town."

SAN FRANCISCO, CALIFORNIA

Teamsters & Other Unions Resurrect Labor Party

Seeking "unity of political action," Teamster leaders from the San Francisco Bay Area recently joined others from organized labor in giving new life to the historic Union Labor Party, pledging the group the support of more than 15 area Teamster locals with a membership of some 30,000 unionists.

Teamster members of the newly reconstituted group's executive board said recently that one of their first priorities will be an aggressive drive to educate members on the basic economic and political issues that dominate today's inflationary times and to use voting strength "at City Hall" to protect the jobs and welfare of their members and the rest of organized labor.

Joining the Teamsters on the legislative front will be International Association of Machinists' Lodge 1305 and Moving Picture Machine Operators Union Local 162, along with other interested unions.

"The evaluation of charter amendments and city and state ballot propositions which affect jobs, as well as the election of representatives that are sensitive to the justifiable interests of labor union members and workers, will be a priority goal for the Union Labor Party," said Herb Suvaco, newly elected president of the group and president of Teamster Local 860.

The Union Labor Party traces its roots back to the turn of the century when several union leaders from San Francisco joined together to exercise a dominant voice in the San Francisco municipal elections. In its early years, it was an effective group mustering results in many 1900-1912 election efforts.

Reorganized in the mid-1940's the group turned to advertising, slate endorsement cards, billboards and printed materials and other public relations tools as ways to influence voter opinion. The group was among the first to use the successful telephone campaign canvassing technique as a means of getting out the vote. One of its greatest successes came in 1958 when the group helped defeat a so-called Right-to-Work measure in California.

With its latest resurgence, Teamsters hope the group will be persuasive in convincing legislators that workers' best interests should be an important consideration in their decision-making.



Shown here are newly elected officers of the Bay Area's Union Labor Party. They include from left: Trustee Frank Souza, secretary-treasurer, Machinist Lodge 1305; Vice President Ernie Yates, president, Teamster Local 665; Sergeant-at-arms Ben Carrasco, business agent, Teamster Local 278; Secretary-Treasurer Madeline Samarzes, vice president, Teamster Local 960; Trustee John Estes, vice president, Teamster Local 85; President Herb Suvaco, president, Teamster Local 860; Recording Secretary Robert Morales, secretary-treasurer, Teamster Local 350; Trustee F. Thomas Richey, secretary-treasurer, Teamster Local 265. (Trustee Joseph Ault, recording secretary of Teamster Local 484, was not present for the photo session.) Honorary members of the group's executive board are Teamster veterans Jack Goldberger, Joint Council 7 president, and Al Vergez of Local 921.

CONSUMERS' CORNER

DRIVING a car is as American as apple pie and all commercial driving schools sing about the freedom a driver's license can bring. A driving school should be chosen with care, otherwise the one you pick may turn out to be a lemon.

Numerous schools are listed in the yellow pages, but don't assume all are of the same quality and charge the same fees. When considering a school, make inquiries first. Call your local Better Business Bureau and give them the names of the schools you're interested in. While they can't recommend one school over another, they can examine their records for any complaints registered about a school.

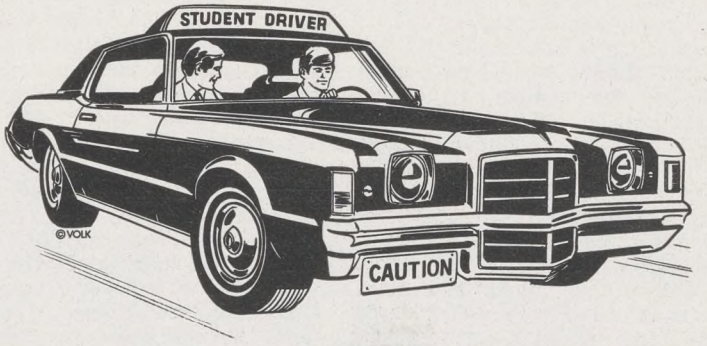
New York State requires that driver education students must first have a learner's permit. The permit is obtained after the successful completion of a 20-question test.

In order to complete the driver's school course, students must take three hours of classroom study, which includes lectures and audio-visual instruction. Some states require more, others less. Without this instruction, students are not allowed to take the state-administered road test.

Many driving schools boast that contracts are unnecessary. This is because they charge flat daily rates for road lessons (plus a $5 New York state fee for the three-hour class). The number of lessons needed depends on the skills and learning ability of the student.

Schools in the New York City area charge approximately $23 for a 45-minute lesson. One school charged $13.95 for a 30-minute lesson. When asked why the lesson was so short, the telephone salesperson answered that it was because their cars had dual steering wheels and controls, which cut out the need for student and teacher to change seats. This allegedly saved a lot of time.

All driver school cars have dual brakes but not all have dual steering wheels. Which is safer? That's subject to debate, but if the student feels more secure knowing that the instructor can steer him out of trouble, inquire into the type of car the school uses.



Some schools advertise that their cars have no markings or signs identifying them as student driver vehicles. While some may consider this a selling point, the Automobile Association of America (AAA) recommends that driver training cars be made very conspicuous.

The AAA also points out that cars should have an instructor brake and righthand mirror, safety belt and other safety equipment. Prospective students should not assume anything. Examine the equipment and school facilities before enrolling.

The best referral in the commercial driver education business may be word of mouth. Have friends benefited from the course? Are the instructors competent? Did they strike up a good rapport? Are the instructors courteous and calm?

When shopping around for a school, consumers are urged to be wary of "too good a deal." If the fee is considerably cheaper than the rest of the schools, investigate. Remember, road time varies from 30 minutes to perhaps 60, so keep that in mind. Also, find out how often you can take lessons. Make sure the school is a full-time operation and not just an adjunct to another enterprise.

The driver education industry is fairly competitive, so don't be surprised if you're blown over with a sales pitch when you call a school for information. Don't allow yourself to be rushed into making an appointment with the first school you call.

Some schools offer door-to-door service at no additional charge, others don't, so inquire. This may have a bearing on your decision. Many schools offer classes seven days a week from 8 in the morning until 10 at night. Find one that can schedule the instruction at your convenience.

Driving school instruction is an open-ended proposition. Since many of the schools don't lock you into a rigid program of, say 10 lessons, it is up to the instructor's discretion as to how many driving lessons you will need. A good instructor tells the student after the first three or four hours of instruction about how many additional lessons will be needed. He also should train the student in responding to emergencies such as skid recovery and conditions of limited traction (rain, snow).

The importance of an honest, competent school is evident. Some people may need only five or six lessons, others may need a dozen or more. The wrong number of lessons may mean you're being ripped off, or worse, that you are not properly prepared.

Completion of a driver training course does not mean you'll automatically get a license. You must still pass the road test given by the state Department of Motor Vehicles (DMV).

Remember, it is very important that you practice with a friend or relative between or after paid lessons. A quiet road or a deserted parking lot can give you practice in parallel parking, etc.

If you have any complaints about the driving school you took lessons from, address them to your local Better Business Bureau or office of the state Department of Motor Vehicles. Good driving is serious business; choosing a good driving school requires some serious thought.

TEAMSTER SPORTS!





Teamster Local 373 member Clyde Henderson retired this summer from Gordon Transports, Inc., with a safe driving record of more than two million miles. Clyde has been on the golf circuit part-time for several years and now can devote most of his time to this major avocation. He will soon be competing in the 1981 Wickes Andy Williams Pro-Am Invitational Tournament. Henderson adds that great Teamster pension benefits make it possible for him to engage in pastimes he loves, especially golf.



Teamster Brother Henry R. Brossart recently bagged this beauty of a buck near California, Kentucky with a 35 caliber Marlin. The Cincinnati, Ohio Local 100 member, an employee of MC/B Manufacturing Chemists, reports that the 10-pointer field dressed out to 250 pounds, a worthy prize for any hunter.





That's some tuna! Boston, Mass. Local 829 Teamsters' member Dick Durbin (far right) is shown here with an 892 lb., 107 inch long Blue Fin Tuna, which he caught off Provincetown, Mass., on August 27, 1980, while aboard his boat, the "Seanote". Pictured with him are his son Bob (front), Bill Thayer (left) and Thayer's son Mike (rear).



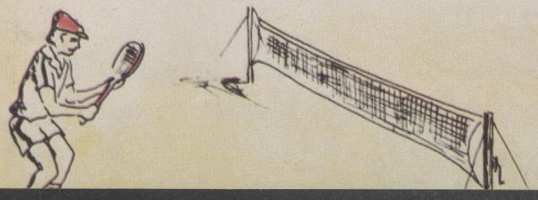
Jim "Tomahawk" Garrison often hankers after the frontier days of the Old West and does his part to recreate those times as a promoter of such events as the Mountain Man Rendezvous, where the lifestyle of the 1800s can be recreated. Here Garrison, who's also vice-president of a black powder shooting club and a skilled buckskinner, is shown competing in a log sawing contest, a popular event at the rendezvous. Garrison's a steward with Teamster Local 394, employed as a warehouseman with Continental of Iowa.





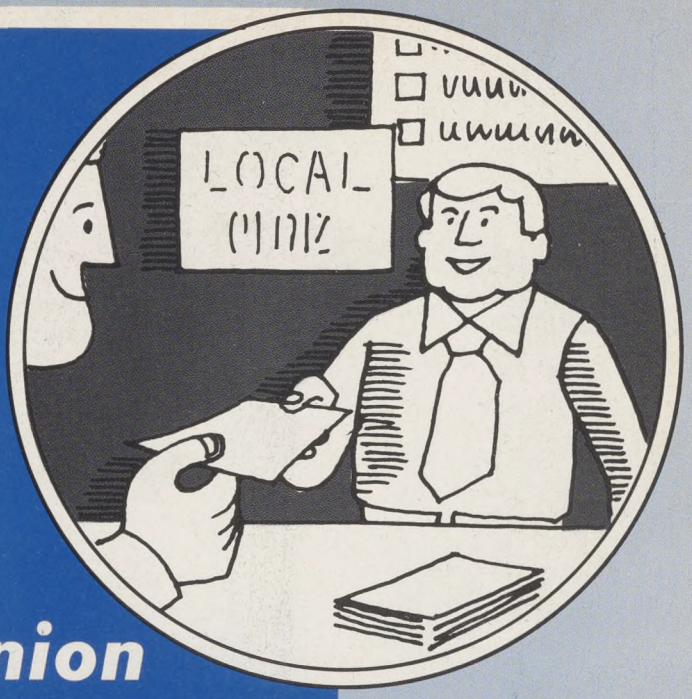








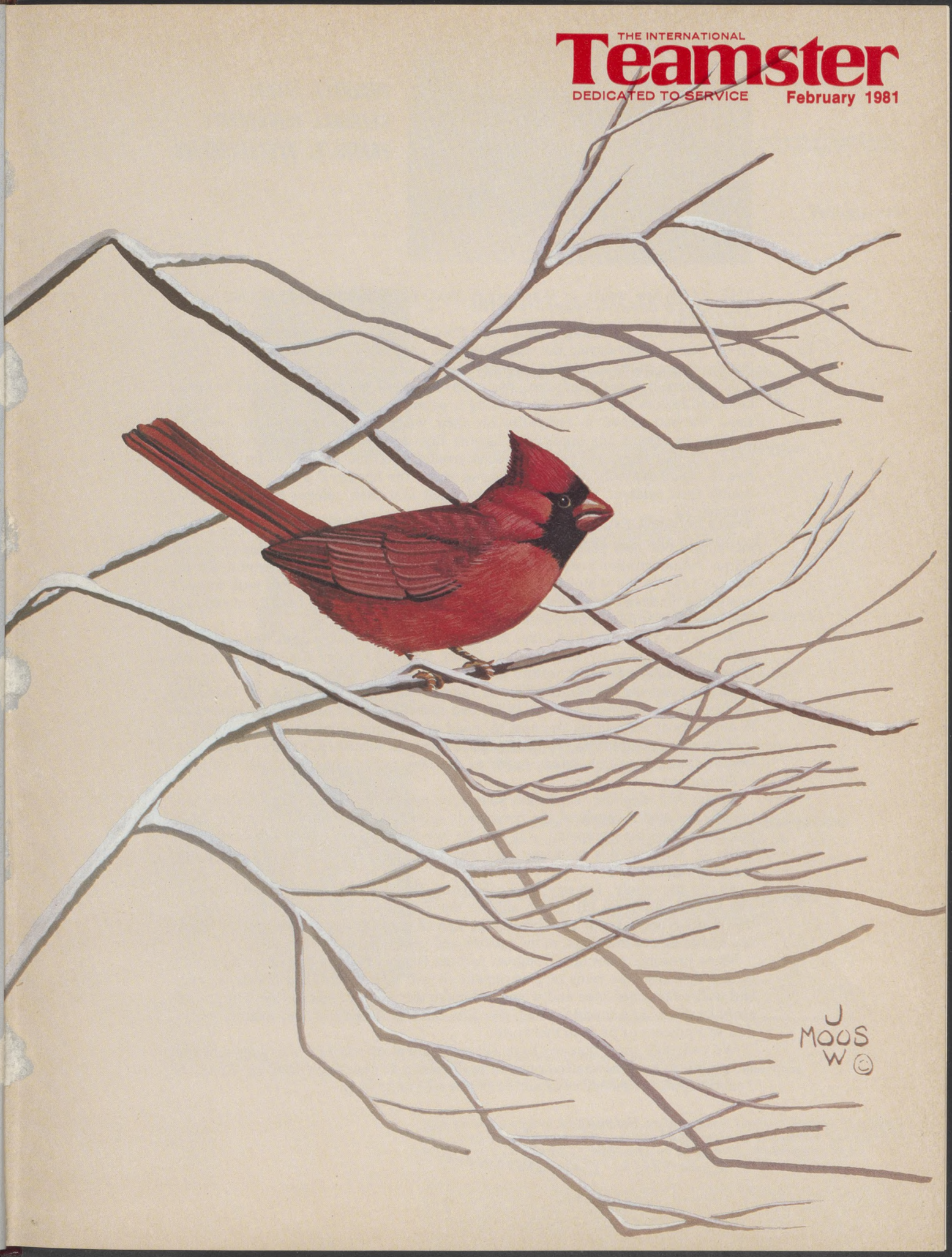
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When You Move Notify Your Local Union of Your New Address



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
February 1981





MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

THE PAST few weeks in Washington, D.C. have been interesting ones for all Americans.

Not only did we inaugurate a new President—one to whom Teamsters had given their support during the recent election campaign—but we also saw at long last the return of the American hostages held so long captive in Iran.

Teamsters had agonized over the captives' plight as they were held by these fanatical zealots intent on embarrassing a country by punishing a few of its citizens. We had joined in sympathy for their waiting families and had, over the months, expressed our opposition against this tyranny in a number of personal ways. We flew flags, tied yellow ribbons around trees and lit candles on Christmas Eve as visual symbols; some wrote songs about the hostages' plight, others letters urging their release. Thus, all were delighted that their release should come on January 20.

It was altogether appropriate that their release came just as America prepared to inaugurate our new president. It provided, somehow, a fitting conclusion to the Carter Administration's efforts in Washington and an auspicious beginning for the Reagan years in the White House to come. President Reagan can now look forward to solving the many problems plaguing the country, rather than back to events that can now take a place in the pages of history.

We in the Teamsters had other cause for celebration last month, too—a favorable ruling recently by the National Labor Relations Board on our case against Overnite Transportation.

In that case, the NLRB ruled late in January that Overnite, which the Teamsters Union tried to organize back in 1978, had indeed violated the nation's labor laws in a variety of ways in its attempts to avoid union representation of its workers.

With that decision, the way is now paved for the Teamsters to have a new election at Overnite, which stands today as the largest non-union trucking operation in the country.

In the first election, Teamsters sought to represent some 4,700 Overnite employees, located throughout the company's system. More than 40 Teamster locals participated in the campaign. All will be, we are sure, just as committed to the cause of bringing this company into the Teamsters' ranks when we begin this campaign again.

So, on the whole, January in Washington, D.C.—headquarters to the union—was a good month for the nation and for the Teamsters. We can only hope that all this positive activity will be a propitious sign of good things to come for all workers, including our members, in the months and years ahead.

Many pressing issues face Congress and the Reagan Administration as they settle in and take over the reins of government. It will take determined efforts by good and well-intentioned men and women to make the tough decisions that will put our economy back on a sound footing, give jobs back to Americans and restore our nation to a posture of pride in the world.

We can only pray that we have elected leaders of wisdom and judgment and the ability to lead this nation out of the dilemmas it now finds itself in. We in the Teamsters pledge ourselves to do everything we can to help.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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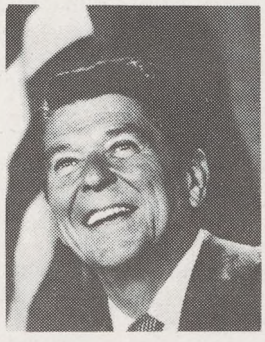
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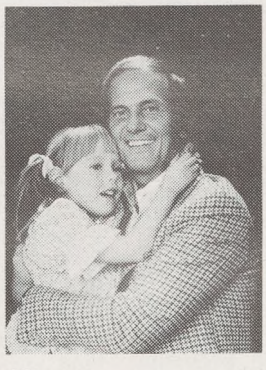
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Editorial material should be addressed to:
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Teamster Group Hears Call For Unity and Discipline

THE NEED for unity and discipline was cited again and again by guest speakers at the recent 31st meeting of the Teamster National Warehouse Division policy committee.

Worsening economic conditions, intensifying inflation and unemployment, plus the increased activity of union-busters, were given as reasons why organized labor must better coordinate their efforts.

Some 300 delegates attended the early January meeting in Miami Beach, Fla., and passed several resolutions including one reiterating the IBT pledge to support the Reagan Administration in its effort to solve the nation's economic ills.

Another resolution pledged to continue joint collective bargaining efforts with the United Food and Commercial Workers in the warehousing industry.

General Secretary-Treasurer Ray Schoessling was the main speaker and confined his remarks solely to Teamster affairs.

Addressing the opening session, Schoessling expressed great pride in in the quality of representation which the more than two million Teamsters receive from the International Union.

"We do a better job of representing the members at the work site," said Schoessling, "because we do trade union things so well. We organize non-union workers better than any other union. We negotiate better contracts. We police those contracts."

Such skills, said Schoessling, are the ingredients of successful trade unionism. He said the International Union's general executive board has no intention of altering or abandoning such policies as the country "comes temporarily on hard times."

Schoessling said it is possible that frustrations over the economy will compound in the months ahead. Whatever happens, he added, there is no magical economic potion to bring inflation and unemployment under control overnight.

For that reason, Schoessling told the delegates who represent a half-million Teamsters working in the warehouse industry, "millions and millions of wage earners desperately need your wisdom and enthusiasm in the application of basic trade union techniques."

The message of old-time unionism was clear as delivered by Schoessling: Continue to organize the unorganized and continue to do a good job representing the membership.

Guest speakers, one after the other, declared the need for a united labor movement and a return to time-tested union principles so as to protect the rights and welfare of working people in this period of economic confusion.

Bill Wynn, international president of the United Food and Commercial Workers Union (UFCW), said he believed organized labor must unite in order to be able to effectively cope with a growing trend among certain types of employers who seem to be offering unions the choice of "confrontation or collaboration" in the 1980s.

To overcome such management dictation, said Wynn, the labor movement must establish a stronger and more effective dialogue with the employers.

For that reason, he declared, "I would like to see the Teamsters and all other unions back in the AFL-CIO."

Curtis McClain, general secretary-treasurer of the International Longshoremen's and Warehousemen's Union, stated his belief that it is necessary for all of organized labor to come together "to form a common defense" against attacks on collective bargaining.

"We must be prepared," said McClain, "to defend our right to strike and to run our own affairs."

Getting a job, said McClain, has become the greatest problem facing workers today. He added that continuing inflation and unemployment are producing "a frightening rise of social tension and a new surge of racial tension" having a great potential for destruction.

John McNamara, president of the Firemen and Oilers, recalled proudly that he and Dan Tobin, the late, longtime general president of the IBT, were born in the same county in Ireland.

McNamara said, "The Teamsters are the standout, No. 1 labor organization today and I hope to see them back in the House of Labor."

Leon Schachter of the UFCW cited the history of cooperation between his original union, the Meatcutters, and the Teamsters to prove what can be done once again with all unions in the "House of Labor."

Schachter said: "We need a bill of rights for workers so that all wage



General Secretary-Treasurer Ray Schoessling delivers the main address at the 31st meeting of the Teamster National Warehouse Division policy committee. Flanking Schoessling are John Greeley (left), director, and IBT Vice President Robert Holmes, chairman, of the division. Some 300 delegates attended the meeting.

earners can enjoy a living wage, better health care, improved pensions, and so that minorities and women, too, can enjoy a share in collective bargaining gains."

Wayne Horvitz, recently retired as director of the Federal Mediation and Conciliation Service, summed his four years as a federal official and offered some well-meant advice.

He said organized labor must coalesce around the concept of keeping alive private collective bargaining with as little government interference as possible.

Horvitz, in fact, declared that it should be labor's primary goal to make certain the voluntary process of collective bargaining is protected and improved to survive what promises to be a decade fraught with economic dangers for all institutions.

As the main luncheon speaker Vice President Harold Gibbons expanded on many of the ideas put forth during the earlier sessions of the conference.

"Our responsibility is to develop the International Brotherhood of Teamsters in such a way that we can match the giants of business," he said.

Gibbons declared it might be necessary to go beyond a united labor movement to achieve such development in the coming years, saying, "There are allies we cannot afford to ignore." He cited women's organizations and farm groups as examples.

Noting there are eight million jobless workers in the United States today—"and each single case is a personal tragedy"—Gibbons said, "Our agenda for the 1980s should be a demand for jobs combined with an attack on inflation."

Several speakers from the International Union appeared on the podium to bring the warehouse delegates up-to-date on various developments in Teamster affairs and elsewhere in the field of collective bargaining.

Dave Sweeney, IBT legislative director, painted a bleak picture in terms of congressional potential so far as labor legislation is concerned in the coming months.

While incoming committee chairmen on Capitol Hill are capable and hard-working, said Sweeney, some of them have a history of anti-unionism. Meanwhile, the Congress has lost some able lawmakers who often supported organized labor's goals in the legislative arena.

Sweeney said he expects the American economy to be the No. 1 subject occupying the attention of the upcoming Congress. At the same time, the Davis-Bacon Act, OSHA, and other statutes valued by unions may come under attack by over-zealous union-busters.

He described in detail a new federal law signed in the closing days of the last session which permits what he called "conscientious objectors" to avoid paying union dues on religious grounds.

IBT Vice President Robert Holmes, Chairman of the Teamster Warehousers supported Sweeney strongly in his appeal for Teamster affiliates to conduct campaigns among the membership to join D.R.I.V.E., the IBT political arm, which operates on voluntary contributions.

David Previant, chief counsel for the International Union, expressed the view that economic problems are being reflected in both the legal and legislative arenas.

Previant identified the "conscientious objector" amendment to national labor law as having the potential for busting the union shop and agency shop concepts because it covers all employees in the workplace. In addition, the new amendment gives the so-called Right-to-Work Committee "an edge against organized labor."

"The labor movement today," said Previant, "is a sitting duck because anti-union people are starting to act on the assumption that unions are tied by restrictive laws plus the threat of more such laws."

Previant and a member of his Milwaukee-based firm, Garry Miller, related some of the important legal developments affecting organized labor in the past year.

Norman Weintraub, chief economist for the IBT, urged union representatives to be wary of economic predictions in the coming months. He cited the fluctuation of the prime rate as an example of how wrong can be the financial forecasts.

Local unions were encouraged by Weintraub to review any contracts they negotiated during the period of the Carter Administration's quasi-volunteer wage control program which, said Weintraub, operated under a "threatening blackjack system."

The Wage and Price Council, which Weintraub said was a very bad precedent, has been abandoned now. He

(Continued on next page)

described it as a perfect example of "incompetent government interference in recent years."

Art Kane, director of the IBT research and education department, reminded the delegates that his department was available to assist Teamster affiliates in both organizing and negotiations by providing needed information.

Kane said the department maintains a library that collects information from many government agencies and labor-management journals that is not ordinarily available. He said a series of manuals is being prepared to assist local unions in their work.

Don Rodgers, director of energy and government relations for the IBT, declared that America has become a nation of specialists and that there is a danger in sitting back and letting the specialists—"who never consider the whole picture"—make all the decisions.

Walt Englebert, director of the warehouse division for the Western Conference of Teamsters, provided a series of practical answers to the anti-union seminars becoming so commonplace in both the United States and Canada. (A special report on Englebert's remarks will appear in a later issue of the *International Teamster* magazine.)

Joe Konowe, director of the newly created Teamster National Industrial Division, told the delegates his division was in a position to help warehousing affiliates and pledged that assistance whenever needed.

IBT Vice President Joe Morgan, director of the Southern Conference of Teamsters, welcomed the delegates to the warehouse meeting. Other vice presidents sitting in on the business sessions and speaking briefly were: George Mock of Sacramento, Calif., and John Cleveland of Washington, D.C.

John J. Greeley, director of the National Warehouse Division, served as temporary chairman in the first part of the Jan. 4-8 conference. He had to depart early due to a death in his family.

Mrs. Gloria Cooke, president of the National Easter Seal Society, addressed the delegates and guests at the luncheon and thanked the Teamsters Union membership for contributions totaling more than $200,000 in 1980.

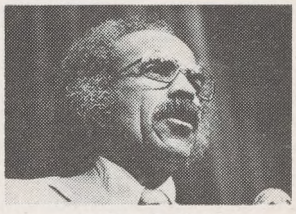
To Mrs. Cooke's surprise, delegates collected $4,356 on the spot to get the 1981 Easter Seal campaign under way with an early start.

CONFERENCE SPEAKERS

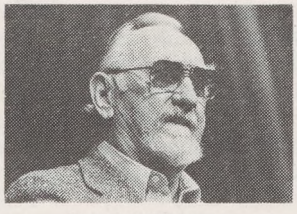

Wayne Horvitz

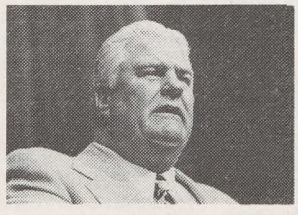

William Wynn


Leon Schachter


Curtis McClain


John McNamara

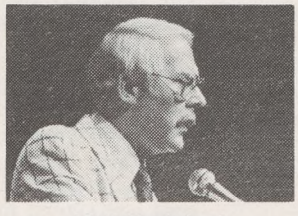

Harold Gibbons


Joseph Morgan

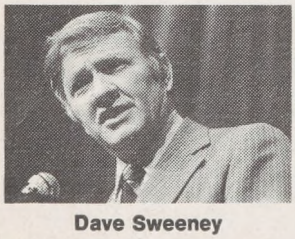

John Cleveland


George Mock

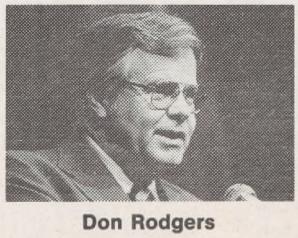

Joe Konowe


Walt Englebert


David Previant


Dave Sweeney


Norman Weintraub


Don Rodgers


Art Kane

TEAMSTER COMMENTARY

He's President to ALL Americans

IN THE WAKE of President-elect Ronald Reagan's pre-Inauguration visit to IBT headquarters some publications and journalists around the country immediately questioned the astuteness of that move.

Other publications, however, saw the visit for what it was—a gesture of gratitude and good will to a union and workers who had seen their national economy rapidly deteriorating and their jobs again in jeopardy and weren't afraid to voice an opinion in the hope of helping to elect someone who might improve conditions.

Teamster Local 79 President M. Fernandez recently sent Teamsters General President Frank Fitzsimmons a letter and a clipping from *La Gaceta*, a bilingual, English-Spanish weekly newspaper, from his part of the country, near Tampa, Fla. *La Gaceta* noted, as workers have, the simple, gracious courtesy exhibited by our new President in reciprocation for months of effort and work by Teamsters during the election campaign.

"Ronald Reagan is being criticized in some journalistic quarters for having gone to the Teamsters Union headquarters in Washington for a private visit with Teamsters President Frank Fitzsimmons and other union officials on his first day in Washington last week," *La Gaceta* noted.

"Mr. Reagan also visited Congress and met with leaders of both parties that same day.

"He was properly gracious and properly political when he visited with Teamsters leaders to express his gratitude for their endorsement and support.

"Some journalists think it would have been more presidential if Mr. Reagan had expressed his gratitude via a telegram," the publication continued.

"We disagree. Mr. Reagan was right by making his visit to the Teamsters a public matter.

"A telegram may have been acceptable to certain people, but it would have been hypocritical and self-serving of Mr. Reagan if he had sent the telegram," the Florida paper concluded.

IBT officers and staffers were honored and awed when Reagan chose to visit our headquarters with Vice President-elect Bush to express his thanks.

Reporters can make of the visit what they will, but most workers—who are pretty straight-forward, astute individuals—would call it just another example of down-to-earth common sense and that's exactly what this country needs right now!

THIS VALENTINE IS ASKING FOR HELP



The Teamsters Union had a special visitor recently—Missy Jablonski, this year's March of Dimes national poster child. Here, five-and-a-half-year-old Missy, her mother and a special friend visit with Teamsters General President Frank E. Fitzsimmons to ask for the support of the union and its members during this year's campaign. All sparkle and charm, Missy today loves to swim, exercise and dance and particularly likes her pre-ballet class. She was born with both spina befida (open spine) and hydrocephalus (water on the brain), but with surgery has learned to walk on her short wooden crutches and live an action-packed life. Won't you help Missy and other youngsters like her by giving to this year's March of Dimes drive?

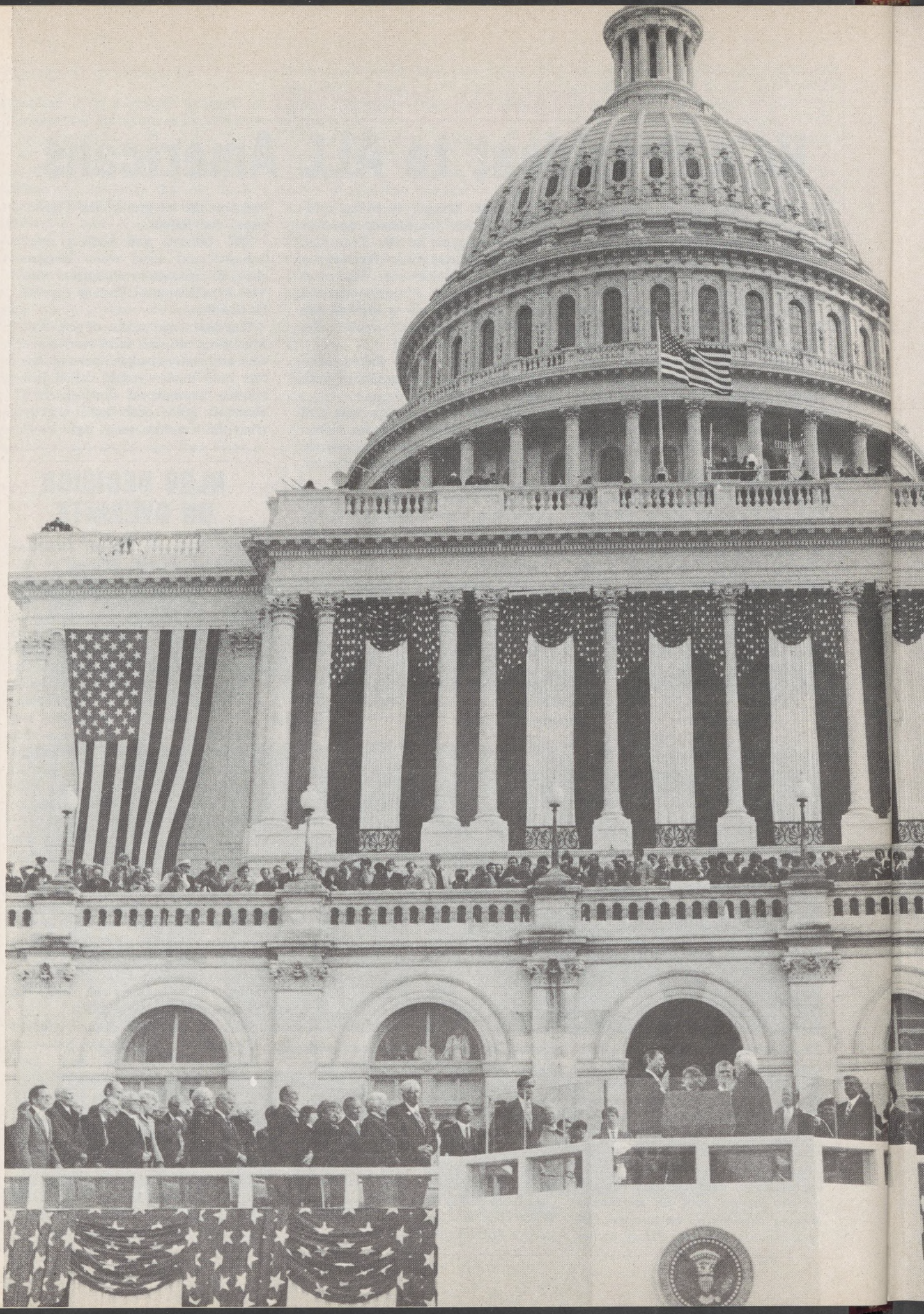
NLRB DECISION ON OVERNITE

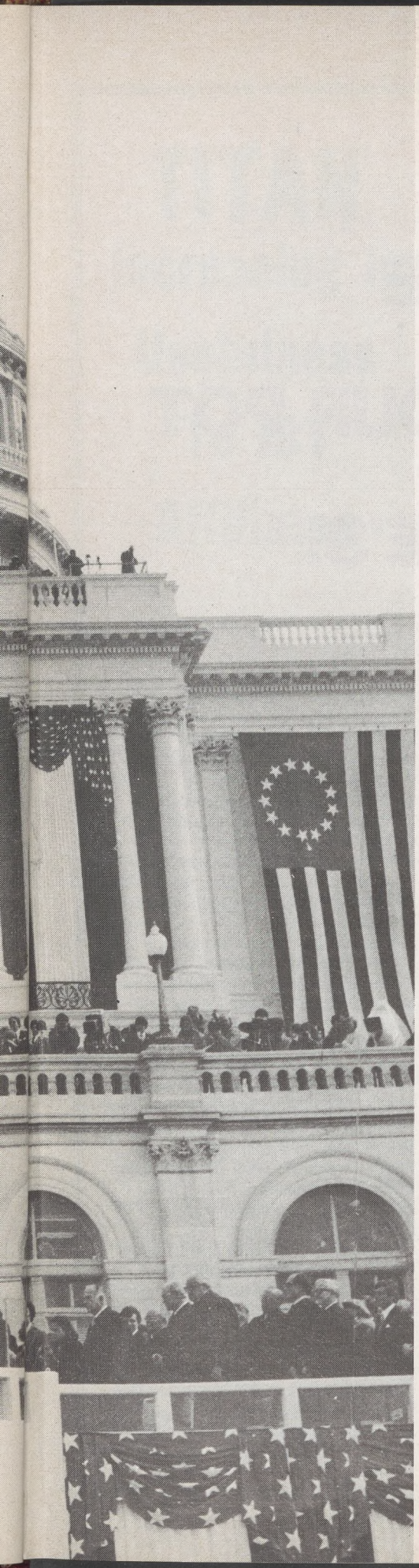
THE National Labor Relations Board has recently affirmed an Administrative Law Judge's decision to overturn the August, 1978 election at Overnite Transportation Company. The NLRB agreed with the judge that in the course of the organizing campaign and election, Overnite committed unfair labor practices and engaged in objectionable conduct. The Teamsters lost that election nearly 2½ years ago, in which they sought to represent some 4,700 employees of Overnite, the largest non-union trucking company in the United States. This decision sets aside that election.

The NLRB decision found that the company discharged employees because of their union activity; interrogated and promised benefits to employees to discourage support for the Teamsters; engaged in surveillance of employees' activities on behalf of the union; and threatened employees with terminal closings and loss of jobs in the event the Teamsters won the election.

In addition, the Board ordered Overnite to reinstate the following employees with full back pay: Thomas M. Toombs, Lewis Wigginton, Charles Walker, Jerry Morris and David Enix.

This decision sets the stage for a new election at Overnite. Arrangements are being made for that election, and the support of all Teamsters will be needed to finally bring the benefits of union representation to all Overnite employees.





'I Do Solemnly Swear...'

Ronald Reagan Is Inaugurated As the Nation's 40th President

FACING westward toward a waiting nation last month, Ronald Wilson Reagan took the oath of office that made him the 40th President of our great nation, and Teamsters were among those who joined in celebrating this occasion.

Joy for all Americans over this peaceful transition of power that symbolizes the wonderful democracy we live under was compounded when, as Reagan was being sworn in, a final resolution of the nearly 15-month Iranian hostage crisis was achieved and the hostages were allowed to wing their way to Germany and then homeward. There ensued one of the most joyous and emotional reunions in our nation's history, except perhaps for the moments when the captivity of the American POW's from Vietnam's confinement ended or that moment when victory was announced, signaling the end of World War II.

And, if Reagan's inaugural was overshadowed by the release of the hostages and the overpowering tumult that followed, no one could have been happier than he at the cause of the disruption of so many well-laid plans.

It brought an end to one of the major problems that had plagued the Carter Administration and left the new President and his incoming Administration free to turn to other pressing questions facing our country at home and abroad, including the most troubling ones of economic stability and our stature as a world power.

Reagan's inauguration had been preceded by four slightly schizophrenic days where inaugural activities vied equally with news of the hostages and their impending release, as news flashes came continuously through the weekend preceding the Inauguration.

Prior to Inauguration Day, 1981, there had been an opening ceremony with rousing songs, a dazzling laser show and spectacular fireworks, many shows and exhibits at public buildings in Washington, and a dizzying round of parties and other entertainments. Millions of people, either at the performance or through television and satellite transmission, enjoyed a stupendous star-studded Inauguration-eve gala at the Capital Centre in Landover, Md.

When the Inauguration and the hostage release occurred almost simultaneously, Teamsters rejoiced with other citizens; the two events turned into a national celebration of pride and spirit and patriotism.

But after January 20 and that culminating day of celebration each incumbent President enjoys by tradition, citizens settled in, as the Reagan Administration proceeded to undertake the business of government.

There are problems at hand, to be sure, but while many of them may prove difficult to manage, none is insurmountable, as our national will to achieve has proved in the past.

The Teamsters Union cannot promise the Reagan Administration anything more than its support when its policies are right and our objective criticism when we view a policy as wrong, any more than it has for any Administration in the past.

What the union, its officers and members can pledge, and have, is our mutual determination to get this country back on its feet and moving again —and to ensure both workers and our nation their rightful place in this world.

No gain will come at workers' expense, if our union can prevent it, nor will workers' interests supercede the country's best interests.

The Reagan Administration has pledged "a great new beginning;" Teamsters would love to see that occur.

DON'T MAKE THE CHICKEN IN YOUR POT FRANK PERDUE'S!

Calling Perdue chickens the "J. P. Stevens of the Poultry Industry," the United Food and Commercial Workers Union recently instituted a full-scale boycott of the company's product and has asked the International Brotherhood of Teamsters, the AFL-CIO and all other unions to assist it in its efforts.

Teamsters General President Frank E. Fitzsimmons, agreeing with UFCW President William Wynn that the company's anti-union tactics must be stopped, has pledged UFCW the Teamsters' support in its battle.

Perdue, one of the largest poultry processors in the United States, has "shown a callous disregard for the rights of its workers," said Wynn, as he announced the boycott nationally. "They have shown equal disdain for growers, distributors and consumers. We aim to prove to Frank Perdue that if he wants to continue selling his chickens, he has to join the Twentieth Century. We now call upon all UFCW members (and other unionists): DON'T BUY PERDUE CHICKENS!"

While the AFL-CIO has not yet endorsed the national boycott of Perdue products, it has placed the company on its "Don't Buy" list, pending action of that body's general executive board in its mid-winter meetings.

The UFCW boycott was initiated by UFCW Local 117. Last year, that local attempted to organize a large Perdue plant in Accomac, Virginia. During the course of the campaign, Perdue allegedly intimidated, harassed and threatened workers who supported union efforts, prompting the National Labor Relations Board to issue a complaint about the situation.

For months now a number of Perdue workers have been picketing the Accomac plant as part of an unfair labor practice strike against the company. These workers respected a drivers' strike only to find when they went back to work that they had been "permanently replaced."

That ignited the boycott. But the policies of Perdue go far beyond the local situation. According to Wynn, this is a company that:

- ▶ fired more than 400 employees in one plant in a two-year period;
- ▶ paid more than $1 million as settlement in a price-fixing case;
- ▶ has the dubious distinction of being the first company ever fined by the Commonwealth of Virginia for polluting a major waterway;
- ▶ is currently being sued by a major poultry distributor for $35 million in an anti-trust suit for allegedly cutting off the distributor when he continued to handle a competitor's products;
- ▶ has been cited for numerous safety and health violations in its processing plants;
- ▶ has purchased plants with union contracts, closed them for "modernization," and reopened them non-union;
- ▶ has not one single employee working under a union contract.

Not only do Perdue birds cost more in many areas (because of all that good care) but impartial taste-testings done by no less prestigious a consumer group than Consumers Union have shown the differences between Perdue birds and others to be minimal.

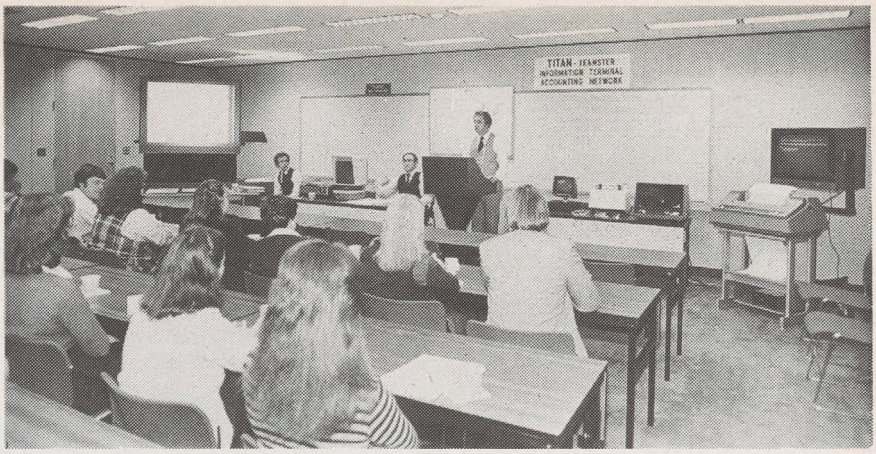
Teamsters know how bad the threat of PPG was to our members in the South. Let's not forget our friends in other unions back up North who, even today, must fight for their livelihoods too, sometimes.

So, spread the word. Until Perdue agrees to bargain and grants his workers equity—instead of arrogance and greed—let's refuse to buy his birds.

And the next time Frank Perdue appears on your home television screen, asking you to buy his tenderly tended and tension-free, marigold-yellowed chickens, please—turn him off and tune him out!

TITAN

Increasing in Usefulness To IBT Affiliates





Above, Data Processing's Ed Dellinger describes the TITAN II program, as EDP's Mike Carey (left) and Joe Barnard (center) listen. At left EDP's John Hardy explains the uses of each piece of TITAN equipment.

TITAN, the Teamsters Information Terminal Accounting Network, is growing in usefulness and capabilities day-by-day, and as it does, the International Union is keeping Teamster locals and their personnel familiarized in every way with changes, improvements and modifications that make their job of record-keeping even easier.

Recently, the Data Processing Department at headquarters hosted two half-day seminars and invited all International personnel to attend—to acquaint them not only with TITAN's operation, but with its new capabilities under the TITAN II system, which is currently being implemented around the country.

Through the use of the by-now familiar computer terminal, screen, printer and microfiche reader system, the Teamsters have been able to develop a host of new services they can offer with TITAN II, many of them services affiliates have been requesting since they found out how useful a tool TITAN could be in their offices.

With more and more International offices requesting use of the system to speed their correspondence with the locals, it seemed a good idea to acquaint headquarters personnel with how the system works, what it's capable of and what the next goals for the system are. More than 70 members of the staff attended.

Explaining the uses of the equipment were Joseph Barnard, John Hardy, Mike Carey and Ed Dellinger, all from the IBT Electronic Data Processing Department.

They have primary responsibility for the system from day-to-day and, with the union's International auditors and TITAN field representatives, have been conducting similar, one-day programs over the past year for some 30 Teamster joint councils, as each area switches to TITAN II.

Barnard noted that the headquarters session, like the seminars conducted at the joint councils, had gone well and had been well-attended. In local areas, in fact, participation is usually near 100 percent, with TITAN operators sometimes driving or flying in from neighboring states to attend.

At the seminars, the many new features and programs available with TITAN II are explained and demonstrated visually, through slides and with samples. At the beginning of each orientation session, the group sees a film, developed by the union to explain the TITAN equipment.

New functions include electronic mailing and data mailer capabilities. Electronic mail permits the local to send lengthy correspondence over TITAN to the IBT or any other Teamster affiliate. Data mailers allow the local to correspond quickly, efficiently and clearly with members about local union meetings, upcoming elections, etc., through self-sealed mailers that the member can pull apart to read the message (something akin to the notices many banks use these days).

Usually TITAN personnel visit a converting joint council area just a day or weekend before the new programs become available to its affiliated locals, to explain the new procedures, show them the screens they will use in their work and how to use them, and to leave them updated reference material for their TITAN manuals, along with samples of the new mailers and electronic mail.

The session also offers participants many opportunities to ask questions about the system, to mention any problems they have had or to exchange ideas.

When TITAN was first developed, it was unique because it had been developed by Teamsters for Teamsters and because it was easily capable of expanding to meet the growing needs of a growing union and its affiliated locals.

To date, more than 642 Teamster locals have converted to the TITAN system, encompassing about 87 percent of the current active union membership. More than half of these locals have already been converted from TITAN I to the innovative TITAN II and it is projected that this conversion will be completed by the 1981 Teamster convention.

The Teamsters, it seems, have just begun to tap the system's potential, so there are probably going to be even bigger and better things to come —and innovation is TITAN's middle name.

THIS EASTER SEAL PLEAC



At left, this year's National Easter Seal Campaign Chairman and Telethon Host Pat Boone, with National Easter Seal Poster Child, Colleen Finn of Shelton, Connecticut. Both Pat and Colleen, the daughter of a Teamster, ask for your generous support of this year's campaign.

ACARRIES THE UNION LABEL

WITH Easter Seal Telethon, 1981, just around the corner, national Easter Seal chairperson and telethon co-host Pat Boone, together with this year's national poster child, Colleen Finn, this month made a special appeal to Teamsters around the country—asking them to get active and support the 1981 Easter Seal fund drive.

In recent weeks, Teamster locals, joint councils and conferences have become involved with many fund-raising plans, and some of them are really exciting. The way our members get involved is really exhilarating; it shows, as always, that Teamsters lack nothing in the way of compassion or caring for others.

One exciting occurrence took place at the recent annual meeting of the Teamsters' National Warehouse Division. Colleen had been invited to meet the delegates, along with Easter Seal Society representatives. Her visit really moved Teamsters in the hall and especially International Vice President Robert Holmes who, growing emotional, lauded the Society's efforts on behalf of the handicapped, and spontaneously suggested taking up a collection among the delegation for the 1981 campaign. Teamsters reached deep for the very profitable hat-passing, which began with Holmes himself. All proceeds went immediately to Easter Seals to aid in its efforts.

Experiences similar to these have happened all over the country, since Teamsters became involved with the campaign.

It doesn't matter, either, whether a local union or member's efforts are large or small. Dropping a donation into a collection at the union hall or buying a donut for the cause at a union hall bake sale help just as much as larger efforts. What's important is that we cared enough to share and take part.

Take warning, though, that sharing can be contagious and habit-forming. Once you've become involved the first time, you may find it hard to ever say no again. Thousands of others have.

Take Teamster Local 851 Secretary-Treasurer Mark Davidoff, for example. Davidoff's local became involved with Easter Seals a couple of years ago. Well, since then, the Teamster and his local have become more and more involved with the Society's work and this year are participating on a labor committee working to raise funds throughout the New York area.

The 35-member committee, composed of many Teamster leaders along with leaders of other area unions, is being chaired by Davidoff.

Easter Seal officials in New York tell us that the labor committee quickly mobilized, is well-organized and will be soliciting donations from unions in the city, Teamsters and other union members and all area businesses with which they deal.

Members of the committee will be appearing at various times during local segments of the telethon to present donations to the Society, to report on fund-raising efforts and give periodic fund-raising tote update reports and to describe the efforts of each participating local union.

These union leaders and their members are learning firsthand how the Society helps handicapped youngsters and adults and what it does with the funds they raise. Each member of the committee has met the N.Y. area poster children and has learned how the society's efforts have helped them.

While many Teamsters can't get as actively involved in the Society's efforts, can't we all do something to help?

Ironically, this year's poster child, 5½-year-old Colleen Finn, is the daughter of a Teamster Local 1150 member employed at Sikorsky Helicopter. Jack Finn has been a Teamster for five years, most of Colleen's life, and the Society has been helping the Finn family since she was very small, with wonderful results.

So, our dollars really are going to help one of our own this year, as they probably have in years past, and undoubtedly will in the future.

Please help; send in your tax-deductible donation today.





Above, some members of the New York City Easter Seal Society Labor Campaign Committee met to discuss their fund-raising efforts recently and had the chance to talk with Steve Acevedo and Francesca Dindo, New York's two poster children. At right, New York Labor Campaign Committee Chairman Mark Davidoff (right), secretary-treasurer of Teamster Local 851, recently had the opportunity to meet with New York Telethon Host Marvin Hamlisch (left) and New York poster children Steven Acevedo and Francesca Dindo.



Warning:

Hotels Could Be Hazardous to Your Health

by Captain Richard Kauffman
Los Angeles Fire Department

This article was written by Richard Kauffman, a captain and firefighting specialist with the Los Angeles County Fire Department, who is married to a flight attendant.

With news of several major hotel fires (including that of the MGM Grand Hotel in Las Vegas, Nev., in which 84 lives were lost) still fresh in memory, now is a good time to remind all Teamsters—whether their work requires them to travel or they travel on vacation or they must work in a high-rise—to exercise caution and take precautions to avoid being trapped by fire.

***International Teamster** presents it, with permission of the author, as a vital service for our members, who may one day confront such a situation and need the advice it presents.*

* * *

Have you ever been in a hotel during a fire? It's a frightening experience, and you should start thinking about it. For instance, how would you have acted if you had been in one of these fires?

The Thomas Hotel, San Francisco, CA
20 Dead
The Gulf Hotel, Houston, TX
54 Dead
The La Salle Hotel, Chicago, IL
61 Dead
Wincoff Hotel, Atlanta, GA
119 Dead

Of course, there have been hundreds more with thousands of deaths, but I think you're getting the drift. The majority of those people did not have to die.

My wife has been in the airline industry close to eight years, and while accompanying her on a trip recently, I learned how ill-prepared she was for a hotel fire. It's not her fault; it's quite common. Hotels, however, have no excuse for being ill-prepared, but believe me, you cannot depend on the staff in case of a fire. History has shown some hotels won't even call the Fire Department.

I have been a firefighter in Los Angeles over 14 years and have seen many people die needlessly in building fires. It's sad because most could have saved themselves.

What you're about to read is roughly the same "briefing" I gave my wife on hotel safety. I do not intend to "play-down" the aspects of hotel fires or soft-soap the language. It's critical that you remember how to react, and if I shake you a little, maybe you will.

Contrary to what you have seen on television or in the movies, fire is not likely to chase you down and burn you to death. It's the by-products of fire that will kill you. Superheated fire gases (smoke) and panic will almost always be the cause of death long before the fire arrives, if it ever does. This is very important. You must know how to avoid smoke and panic to survive a hotel fire. With this in mind, here are a few tips:

SMOKE

Where there is smoke, there is not necessarily fire. A smoldering mattress, for instance, will produce great amounts of smoke. Air conditioning and air exchange systems will sometimes pick up smoke from one room and carry it to other rooms or floors. You should keep that in mind because

HOTEL FIRES *(Continued)*

70% of the hotel fires are caused by smoking and matches. In any case, your prime objective should be to leave the hotel at the first sign of smoke.

Smoke, being warmer, will start accumulating at the ceiling and work its way down. The first thing you will notice is there are no "Exit" signs. I'll talk more about the exits later; just keep in mind when you have smoke, it's too late to start looking for "Exit" signs.

Another thing about smoke you should be aware of is how irritating it is on the eyes. The problem is your eyes will take only so much irritation; then they close. Try all you want, you won't be able to open them if there is still smoke in the area. It's one of your body's compensatory mechanisms.

Lastly, the fresh air you want to breathe is at or near the floor. Get on your hands and knees (or stomach) and stay there as you make your way out. Those who don't probably won't get far.

Think about this poor man's predicament for a moment:

He wakes up at 2:30 a.m. to a smell of smoke. He puts on his pants and runs into the hallway only to be greeted by heavy smoke. He has no idea where the exit is. He runs to the right. He's coughing and gagging, his eyes hurt. "Where is it? Where is it?" Panic begins to set in. About the time he thinks maybe he is going the wrong way, his eyes close. He can't find his way back to his room (it wasn't so bad in there). His chest hurts; he desperately needs oxygen. Total panic sets in as he runs in the other direction. He is completely disoriented. He cannot hold his breath any longer. We find him at 2:50 . . . dead. What caused all the smoke? A small fire in a room where they store roll-away beds. Remember, the presence of smoke does not necessarily mean the hotel is burning down.

PANIC

Panic (pan'ik) n. A sudden overpowering terror, often affecting many people at once.

Panic is the product of your imagination running wild, and it will set in as soon as it dawns on you you're lost, disoriented, or you don't know what to do. Panic is contagious, and it may spread to you. Panic is almost irreversible; once it sets in, it seems to grow. Panic will make you do things that could kill you. People in a state of panic are rarely able to save themselves.

If you understand what's going on, what to do, where to go, and how to get there, panic will not set in. The man in the example I used would not have died if he had known what to do. For instance, had he known the exit was to the left and four doors down on the left, he could have gotten on his hands and knees where there was fresh air and started counting doorways. Even if he couldn't keep his eyes open, he could feel the wall as he crawled, counting the doors. One . . . two . . . three . . . *Bingo!* He would not have panicked. He would be alive today telling of his "great hotel fire" experience.

EXITS

The elevator drops you at the 12th floor, and you start looking for your room. "Let's see . . . room 1226 . . . ah, here it is." You open the door and drop your luggage. At that very moment, turn around and go back into the hallway to check your exit. You may never get another chance. Don't go to the bathroom, open the drapes, plop spread-eagle on the bed, turn on the TV or un-tuck your shirt. I know you're tired and want to relax, but it's absolutely essential . . . no . . . critical that you develop the habit of checking your exit after you drop your luggage. It won't take 30 seconds and believe me, you may never get another chance.

If there are two of you sharing a room, both of you locate your exit. Talk it over as you walk toward it. Is it on the left or right? . . . Do you have to turn a corner? . . . Open the exit door; what do you see? . . . Stairs or another door? (Sometimes there are two doors to go through, especially in newer hotels.) As you return to your room, count the doors. Is it the sixth or seventh door? . . . I'd hate to see you crawl into a broom closet thinking it was the exit. Are you passing any rooms where your friends are staying? . . . If there was a fire, you may want to bang on their doors as you go by. Is there anything in the hallway that would be in your way? . . . an ice machine, maybe? As you arrive back at your room, take one more look. Get a good mental picture of what everything looks like. Do you think you could get to the exit with a "blindfold" on?

This procedure takes less than one minute and to be effective, it must become a habit. Those of you who are too lazy or tired to do it consistently are real "riverboat gamblers." There are over 5,000 hotel fires per year. The odds are sure to catch up with you.

USING THE EXIT

Should you have to leave your room during the night, it's important to close the door behind you. This is very effective in keeping out fire and will minimize smoke damage to your belongings.

There was a house fire in Los Angeles recently where an entire family died. It was a three-bedroom house with a den and family room. That night the occupants had left every door in the house open except one, and it led to the washroom where the family dog slept. The house, except for the washroom, was a total loss. When the fire was knocked down, firemen opened the door to find the family dog wagging his tail; because the door was left shut, the dog and room were in fine shape. Some doors take hours to burn through. They are excellent "firestops," so close every door you go through. If you find smoke in the exit stairwell, you can bet people are leaving the doors open as they enter.

Always take your key with you. Get into the habit of putting the key in the same place every time you stay in a hotel. Since every hotel has nightstands, that's an excellent location. It's close to the bed so you can grab it when you leave without wasting time looking for it. It's important that you



close your door as you leave, but it's equally important you don't lock yourself out. You may find conditions in the hallway untenable and want to return to your room.

If you're now in the habit of checking your exit and leaving the room key on the nightstand, you're pretty well prepared to leave the hotel in case of fire, so let's "walk" through it once.

Something will awaken you during the night. It could be the telephone, someone banging on the door, the smell of smoke or some other disturbance. Whatever it is, investigate it before you go back to sleep. A popular "Inn" near LAX recently had a fire and one of the guests later said he was awakened by people screaming, but went back to bed thinking it was a party. He damned near died in bed.

Let's suppose you wake up to smoke in your room. Grab your key from the nightstand, roll off the bed and head for the door on your hands and knees. Even if you could tolerate the smoke by standing, don't. You'll want to save your eyes and lungs as long as possible. Before you open the door, feel it with the palm of one hand. If the door or knob is quite hot, don't open it. The fire could be just outside. We'll talk about what to do here a little later. With the palm of your hand still on the door (in case you need to slam it shut), slowly open the door and peek into the hallway to "assess conditions."

As you make your way to the exit, stay against the wall on the side where the exit is. It's very easy to get lost or disoriented in a smoky atmosphere. If you're on the wrong side of the hallway, you might crawl right on by the exit. If you're in the middle of the hall, people who are running will trip over you. Stay on the same side as the exit, counting doors as you go. When you reach the exit and begin to descend, it's very important that you walk down and hang on to the handrail as you go. Don't take this point lightly. The people who will be running will knock you down, and you might not be able to get up. Just hang on and stay out of everyone's way. All you have to do now is leave the building, cross the street and watch the action. When the fire is out and the smoke clears, you will be allowed to re-enter the building. If you closed your room door when you left, your belongings should be in pretty good shape.

Smoke will sometimes get into the exit stairwell. If it's a tall building, the smoke may not rise very high before it cools and becomes heavy. This is called "stacking." If your room is on the 20th floor, for instance, you could enter the stairway and find it clear. As you descend, you could encounter smoke that has "stacked," Do not try to "run through it," people die that way. Turn around and walk up. Now you must really hang on to the handrail. The people running down will probably be glassy-eyed and in a panic and will knock you right out of your socks. They will run over anything in their way, including firemen.

You'll feel as though you're going upstream against the Chicago Bears, but hang on and keep heading up toward the roof. If for some reason you try one of the doors to an upper floor and find it locked, that's normal, don't worry about it. Exit stairwells are designed so that you cannot enter from the street or roof. Once inside, however, you may exit at the street or roof but cannot go from floor to floor; this is done for security purposes.

When you reach the roof, prop the door open with something. This is the only time you will leave a door open. Any smoke in the stairwell can now vent itself to the atmosphere, and you won't be locked out. Now find the windward side of the building (the wet finger method is quite reliable), have a seat and wait until they find you. Roofs have proven to be a safe secondary exit and refuge area. Stay put. Firemen will always make a thorough search of the building looking for bodies. Live ones are nice to find.

YOUR ROOM

After you check your exit and drop the key on the nightstand, there is one more thing for you to do. Become familiar with your room. See if your bathroom has a vent; all do, but some have electric motors. Should you decide to remain in your room, turn it on to help remove the smoke. Take a good look at the window in your room. How does it open? . . . Does it have a latch? . . . A lock? . . . Does it slide? Now open the window (if it works) and look outside. What do you see? . . . A sign? . . . Ledges? . . . How high up are you? Get a good mental picture of what's outside; it may come in handy. It's important you know how to open your window; you may have to close it again.

Should you wake up to smoke in your room and the door is too hot to open or the hallway is completely charged with smoke, don't panic. Many people have defended themselves quite nicely in their rooms and so can you. One of the first things you'll want to do is open the window to vent the smoke. I hope you learned how to open it when you checked in, it could be dark and smoky in the room; those who didn't will probably throw a chair through the window. If there is smoke outside and you have no window to close, it will enter your room and you will be trapped. The broken glass from the window will cut like a surgeon's scalpel. At the Ramada Inn fire, an airline captain on a layover threw a chair through the window and cut himself seriously. Don't compound your problems. Besides, if you break out your window with a chair, you could hit a fireman on the street below.

If there is fresh air outside, leave the window open, but keep an eye on it. At this point, most people would stay at the window, waving frantically, while their room continues to fill with smoke or the fire burns through. This procedure is not conducive to longevity. You must be aggressive and fight back.

Here are some things you can do in any order you choose: If the room phone works, let someone know you're in there. Flip on the bathroom vent. Fill the tub with water. (Don't get in it; it's for fire-fighting. You'd be surprised how many people try to save themselves by getting into a tub of water; that's how you cook lobsters and crabs, so you know what happens.) Wet some sheets or towels and



HOTEL FIRES *(Continued)*

stuff the cracks of your door to keep out smoke. With your ice bucket, bail water from the bathtub onto the door to keep it cool. Feel the walls. If they're hot, bail water on them, too. You can put your mattress up against the door and block it in place with the dresser. Keep it wet; keep everything wet. Who cares about the mess. A wet towel tied around your nose and mouth is an effective filter, if you fold it in a triangle and put the corner in your mouth. If you swing a wet towel around the room it will help clear the smoke. If there is fire outside the window, pull down the drapes and move everything combustible away from the window. Bail water all around the window. Use your imagination, and you may come up with some tricks of your own. The point is, there shouldn't be any reason to panic; keep fighting until reinforcements arrive. It won't be long.

ELEVATORS

There isn't an elevator made that can be used as a "safe" exit. In all 50 states, elevators, by law, cannot be considered an "exit." They are complicated devices with a mind of their own. The problem is most people only know one way out of a building, the way they came in, and if it was the elevator, they're in trouble.

Elevator shafts and machinery extend through all floors of a building, and besides the shaft filling with smoke, there are hundreds of other things that could go wrong and probably will. Everyone tries to get on the elevator in an emergency. Fights break out, and people get seriously injured.

Smoke, heat and fire do funny things to elevator call buttons, controls, and other complicated parts. Case in point: Hotel guests in a New Orleans hotel were called on their room phones and notified of a fire on the upper floors. They were in no danger, but were asked to evacuate the hotel as a precaution. Five of the guests decided to use the elevator. It was discovered later that the elevator only went down about two floors and then for some reason, started going up. It did not stop until it reached the fire floor. The doors came open and were held open by smoke obscuring the photo cell light beam. Besides the five guests in the elevator who died of suffocation, firemen noticed that every button had been pushed, probably in a frantic attempt to stop the elevator. Elevators have killed many people, including firemen. Several New York firemen recently used an elevator while responding to a fire on the 20th floor. They pushed 18, but the elevator went right on by the 18th floor. The doors came open on the 20th floor to an inferno and remained open long enough to kill all the firemen. The doors then closed and the elevator returned to the lobby.

Hand operated elevators are not exempt. Some elevator operators have been beaten by people fighting over the controls.

If you have any idea that there might be smoke or fire in your hotel, avoid the elevator like the plague.

JUMPING

It's important I say something about jumping because so many people do it. Most are killed or injured in the process. I cannot tell you whether or not you should jump. Every fire, although similar, is different. I can tell you, however, what usually happens to "jumpers."

If you're on the first floor, you could just open the window and climb out. From the second floor, you could probably make it with only a sprained ankle, but you must jump out far enough to clear the building. Many people hit window sills and ledges on the way down, and they go into cartwheels. If they don't land on their heads and kill themselves, they're injured seriously. If you're any higher than the third floor, chances are good you won't survive the fall. You would probably be better off fighting the fire.

Nearby buildings seem closer than they really are, and many have died trying to jump to a building that looked five feet away but was actually 15 feet away.

Panic is what causes most people to jump. There was a fire in Brazil a few years ago where 40 people jumped from windows and all 40 died. Ironically, 36 of those jumped after the fire was out. Many people have survived by staying put while those around them jumped to their deaths. If you can resist panic and think clearly, you can use your own best judgment.

CALLING THE FIRE DEPARTMENT

Believe it or not, most hotels will not call the fire department until they verify whether or not there really is a fire and try to put it out themselves. Should you call the front desk to report a fire, they will almost always send the bellhop, security guard or anyone else who's not busy to investigate. Hotels are very reluctant to "disturb" their guests, and fire engines in the street are quite embarrassing and tend to draw crowds.

In the New Orleans hotel fire, records show that the fire department received only one call, from a guest in one of the rooms. The desk had been notified of fire 20 minutes earlier and had sent a security guard to investigate. His body was later found on the 12th floor, about 10 feet from the elevator.

Should you want to report a fire or smell of smoke, ask the hotel operator for an outside line for a local call. Call the fire department yourself and tell them what you smell or see, and your room number in case you need to be rescued. You needn't feel embarrassed about calling the fire department—that's what we're here for. We would much rather come to a small fire or smoking electrical motor that you smelled than be called 20 minutes later after six people have died. Don't let hotel "policy" intimidate you into doing otherwise. The hotel may be a little upset with you, but really . . . who gives a damn. The fire department will be glad you called; you may have saved many lives. Besides, it's a great way for us to meet people.

Well, the rest is up to you. Only you can condition yourself to react in a hotel emergency. You can be well prepared by developing the habits we've talked about.

I know most of you will finish reading this article and your only reaction will be, "Hmmm, that's interesting." Shame on you.

Others will take it more seriously. They may even carry this article with them to a few hotels to help develop good habits. Several may even come up with a few ideas of their own. If you're in this group, good for you. I would bet a month's pay that you'd be one of the first on the street to "watch the action" if there were a fire in your hotel. By the way, that tall, rather trim, good-looking blonde standing next to you . . . that'll be my wife.

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The Brewery Worker

One of the joys of retirement, Frank Michanczyk soon found, was doing what he wanted to do when he desired to do it. His former part-time interests became full-time pursuits when he retired from his job at the Anheuser-Busch brewery in Tampa, Florida, in 1980.

So it was that one sunny morning, Michanczyk climbed into his pickup truck for a short drive to visit a friend who operated a gun shop. The friend was a master gunsmith. His shop was located not far from Michanczyk's home in Brooksville, Florida.

Frank enjoyed morning motoring in Florida. The roads were well-surfaced and straight. The flanking landscape of palmetto and orchards glistened green in the sun. The balmy temperature buoyed the spirits.

Upon arrival at the gun shop, Michanczyk and his pal exchanged greetings and immediately began talking about a forthcoming rifle tournament. Meanwhile, the gunsmith continued cleaning gummy petrolatum from a new target pistol he had just received in a shipment.

Michanczyk watched his friend work. Being around guns was always a heady experience for Frank. He absently admired the racked rifles and shotguns, their stocks gleaming, as if he had never seen them before. The cases of handguns glittered smokey blue under glass.



As much as anything, Frank enjoyed what for him was the fragrance of firearms. There was always the strong, sweet aroma of cleaning solvent. Odors of cutting oil and wood resin wafted in from the machine room at the back of the shop. Mixed with the smells was the odor of cordite from the testing range in the basement below.

The shop's front door opened and in walked one of the commissioners of Hernando County, Florida. The man was officious. He appeared to carry the weight of the world. He began relating the money troubles of county maintenance to Michanczyk and the gunsmith.

"We need a bunch of workers that aren't always wanting pay raises," concluded the commissioner. "Not like these union guys."

The remark offended Frank Michanczyk. He had been a member of Teamster Local 388 in Tampa for most of his 21 years at Anheuser-Busch. He was proud of the union's achievements in the right-to-work state of Florida.

Michanczyk straightened to his full height of six-foot-three. He spoke to the commissioner with more courtesy than he truly wanted to extend:

"I don't like to disagree with you but I belonged to a union before I retired. Right now there are about twenty-five hundred union members living in this part of the county." He named the communities neighboring Brooksville. "Without their taxes, do you think you could maintain the county's needs and get things done? You'd be out of work tomorrow."

The commissioner stammered. He could not find a reply to the unexpected idea he had just heard.

"Where would you get the money for taxes without the incomes of union people?" asked Michanczyk. By now the commissioner, sorry he had come into the shop, was backing away. Frank continued, "Yet you seem to condemn these people for belonging to unions and seeking higher wages."

There were some more words from Michanczyk. Finally, the commissioner left the shop in stony silence. Michanczyk, nervous as a bull in a china store, watched him go.

"Frankie," said the gunsmith as he palmed an ammunition clip for the target pistol. "Forget that guy. Let's go downstairs and try this gun."

The commissioner's attitude reminded Frank Michanczyk of conditions more than 20 years earlier when an infamous "Committee of 100" dominated Tampa. Several forces collided in the Florida

city at that time. Michanczyk, then 35 years old, was part of the struggle.

The origin of the struggle was far removed from Tampa, however. It began in St. Louis, Missouri, and Milwaukee, Wisconsin. There the barons of Anheuser-Busch and Schlitz independently and almost simultaneously decided to create the beginnings of a modern brewing industry.

They each would build Tampa beer plants unlike any others in America—the first wave of automated breweries—to cut transportation costs and take advantage of a rapidly expanding domestic and world market.

Each company put together huge parcels of land and began construction in Tampa in early 1958. But they did so only after agreeing with demands of the "Committee of 100" of the Tampa Chamber of Commerce. Both Anheuser-Busch and Schlitz pledged they would not pay their production workers more than $1.78 an hour. That wage scale, insisted the "Committee of 100," was the maximum *allowable* rate of pay for the Tampa area.

As construction neared completion at the new breweries in late 1958, the Teamster Brewery and Soft Drink Conference held a meeting in Tampa. The Teamsters—already representing the majority of Anheuser-Busch and Schlitz production workers at other plants operated by the companies—mapped an organizing campaign at the new breweries.

Somewhere across town the AFL-CIO Brewery Workers Union began doing the same thing. It would develop that they would err badly by bringing in organizers from a variety of different unions. The Teamsters, on the other hand, came with men experienced in the brewing industry, who had worked in it and knew what they were talking about.

The "Committee of 100" knew what was happening. It began planning a vitriolic anti-union campaign to counter the attack on its $1.78 substandard wage that kept Tampa workers impoverished and guaranteed high profit margins for local businessmen.

Meanwhile, there were two announcements: Schlitz said its new plant would open in January, 1959; Anheuser-Busch said its new plant would start production six weeks later.

Into this bubbling caldron walked Frank Michanczyk, a native of Connecticut, married with four children, owner of a home 50 miles away at Brooksville. In December, 1958, he applied to Anheuser-Busch for a job even though he lacked brewery experience.

Frank was hired. He went to work in February, 1959. At $1.78 an hour.



MICHANCZYK LIKED HIS WORK. Anheuser-Busch had imported four or five brewmasters and assistants from St. Louis. They were the only experience on hand. Frank and the other new-hires spent their early days learning while cleaning the plant to prepare for production.

The brewmasters explained everything and taught well, all the while silently determining the potentials of the novice beer-makers. To decide where best a man would fit most effectively in the workforce of something evolutionary—an automated brewery.

Frank Michanczyk learned quickly. He found that making beer was something more than a matter of elves stirring suds in a big vat until a happy brewmaster came along, tasted it, and cried: 'That's beer! Bottle it!'

The Anheuser-Busch plant was an enormous friction-

free system of timing and temperature keyed by the forces of gravity and the power of vacuum, with complicated piping of hundreds of diameters and lengths, big and little kettles, pots and bins, and more dials, gauges, levers and buttons than a fellow could count. It was designed to operate in an unimaginably extreme condition of sanitation.

At work there was not much time for talk about unionism. But outside the plant, the battle of persuasion raged as Teamster and AFL-CIO organizers tried to out-do one another. Meanwhile, the "Committee of 100" had the local newspapers, the pulpits and the deputies working against the unions in a variety of ways.

Frank decided he preferred the Teamsters. They were more interested in him and International Union leaders came to address the Anheuser-Busch employees. However, the organizing campaign went more slowly where Michanczyk worked than it did in the Schlitz brewery.

In June, the Teamsters won a representation election conducted at Schlitz by the National Labor Relations Board. Within days, the Teamsters negotiated a contract that raised Schlitz workers to $2.31 an hour, along with standard hours, job conditions and fringes common to Teamster agreements. In addition, the contract provided for a weekly pay hike of $5 to go into effect five months later.

The campaign began to intensify at Anheuser-Busch. Frank Michanczyk, strongly favoring the Teamsters, spoke for them whenever the opportunity arose on or off the job. In August, the Teamsters won an election at the Anheuser-Busch plant. Maneuvering by the AFL-CIO, however, prevented certification of Teamster Local 388 as representative of the beer men.

Three months later, a second election was conducted by the NLRB. This time the Teamster majority of 4-to-1 was undeniable. The first negotiated contract brought rates as high as $3.05 an hour for most of the job categories.

Frank Michanczyk, a new Teamster, and his new brothers in unionism were elated with their successful gains after a year-long struggle.

The union victory had a side effect: It proved to be the first dying cough for Tampa's "Committee of 100."

WHEN FULL PRODUCTION was reached at the Anheuser-Busch plant, there were about 300 workers and Frank Michanczyk was settled as a utility man in the grain division. He wore special clothing and carried a great responsibility. He grew very fond of the work.

It was Michanczyk's job to help receive the railway cars filled with barley, hops and rice that rolled up to the automated brewery. In effect, he was the human barrier between any outside infestation of the supplies and the sterile interior of the brewery.

Anheuser-Busch—indeed, as does every major brewing company—maintained unusually high standards when it came to the materials used for making beer. Frank enforced the standards, testing every incoming load for signs of mice, roaches, silverfish or any other pest that would cause rejection of the load by the brewmaster.

Once the laboratory tests affirmed Frank's findings—and the brewmaster okayed the load of corn grits, syrup, or whatever—then Michanczyk went to work in earnest. Using a pneumatic air hose, he figuratively inhaled the load into the receiving bins of the brewery. From there, the materials went their various routes to cleaning, mixing, resting, until coming together as beer many days later. The plant was so elaborately automated that human hands never touched the ingredients on their path to the birth of beer.

"Making beer is really not a safe job," Frank said recently. Insurance is costly on a brewery. The occupations are hazard-filled. Everyone is conscious of the danger of static electricity or any other type of friction that could lead to explosion. There are conditions of extreme heat and extreme cold. There are acids and gases.

So Frank Michanczyk, like all brewery workers, was careful to wear the specialized clothing for his work; to don the respirator at certain times; to wear the special gloves and boots at other times; to use the prescribed tools in a correct manner.

He was ideally suited for his 'policing' work in many ways. Born in Southington, Connecticut, in 1923, Frank Michanczyk enlisted in the United States Marines in December, 1942. He became expert in the use of rifle, pistol, bayonet and grenade. He served on the *U.S.S. Bataan,* an aircraft carrier, through most of the Pacific fighting.

Following the war, Frank labored as a mudjacker on a highway maintenance crew in Connecticut. In 1951, he went to work as a security guard for Pratt-Whitney, maker of aircraft engines. Seven years later, he transferred to Pratt-Whitney's new installation in West Palm Beach, Florida.

From there, it was inevitable that he would shift permanently to Brooksville where his war-time savings years earlier had purchased residential property.

* * *

AT THE TIME Francis J. Michanczyk retired from his job at Anheuser-Busch, he was making an excellent hourly rate under the Teamster contract. In addition, there were pension contributions, health and welfare and all the other goodies.

He did not really want to quit working. But a couple of near-collisions on the high-speed Florida highways were too much; he began to fear for his life during the 100-mile round-trips daily between Tampa and Brooksville.

Today, Michanczyk stays closer to his home turf. He takes part in civic, veteran and law enforcement organizational affairs. He holds a special fondness for the National Rifle Association. He also takes part in sports and does some fishing. One of his gardening hobbies is experimenting with fruit trees, trying to unlock the perpetual Florida mystery of what causes a third bloom in the orchards.

Where once he served as a shop steward and was sometimes a member of the negotiating committee in the Teamster unit at Anheuser-Busch, now Frank serves as an unofficial ambassador of good will on behalf of Teamster Local 388. He pushes the philosophy of unionism whenever possible because he is so often confronted with anti-union attitudes scattered around Florida communities.

Most of all, Frank Michanczyk is a strong advocate of unity within the union. He believes it is the only answer to improving wages, hours and working conditions for working people. In his opinion, young people increasingly are becoming more interested in unionism.

Frank never regretted the final move that took him in the direction of the Teamsters and Anheuser-Busch, saying recently:

"I had a great union backing me up and I worked for a great company. Between the two, they provided everything I needed to raise a family of which I'm very proud."

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

Iowa Teamsters Active In Safety Conference

REPRESENTATIVES of labor, industry and government from throughout Iowa gathered in Des Moines recently to attend the Ninth Annual Governor's Safety Conference . . . and the Teamsters were there.

IBT Safety and Health Director R. V. Durham gave the keynote address for the second day of the conference and participated in one of the twenty various workshops. Joining him in conducting these seminars were safety professionals from around the country, bringing with them expertise in fields ranging from drug abuse to back injuries.

Durham, aside from his keynote speech, took part in a session on truck driving safety. With him were Ken Pierson, director of the Bureau of Motor Carrier Safety, and Vernon Bennett, president of Local 147 in Des Moines. That session, which explored such areas as DOT regulations, hazardous materials transport, and in-cab environmental hazards, was only recently added to the Governor's Conference. The main reason for its addition was the efforts of Mel Smith, recording secretary for Local 238 in Cedar Rapids. Smith serves on the Conference's Advisory Council, and pushed for a seminar dealing with truck safety issues.

Director Durham called the Conference a success, later adding: ". . . the people of Iowa are fortunate that so many take such great interest in the safety of working men and women. A great deal of credit should go to Mel Smith and Vernon Bennett. Without their efforts and the work of people like them, this Conference would not exist."





Pictured at top are some safety conference participants. From left to right are: Vern Bennett, president, Local 147, Des Moines, Iowa; Allen Meier, labor commissioner for Iowa; IBT Safety and Health Director R. V. Durham, and Mel Smith, recording secretary, Local 238, Cedar Rapids, Iowa.
In the second photo, participants at the general session are pictured.

TEAMSTERS SAY GOODBYE TO AN OFFICIAL WHO CARED

DR. EULA BINGHAM, Assistant Secretary of Labor for Occupational Safety and Health (OSHA), was recently awarded the coveted Rockefeller Public Service Award for her work in improving the health of America's working men and women.

Dr. Bingham was one of only six people who received the award, and the only recipient in the federal government. The award is the "Academy Award" for public service, the highest prize of its type.

During her leadership the past four years, Dr. Bingham pumped new life into OSHA. She guided the agency toward regulating worker exposure to the most hazardous substances, such as arsenic and benzene, while fending off both legal challenges sponsored by industry and legislative efforts to gut her agency.

But while she was fighting with industry for the protection of workers, Dr. Bingham earned their respect by eliminating almost 1000 unnecessary or outmoded OSHA standards during the first twelve months of her administration.

Dr. Bingham viewed her mission at OSHA as one of worker protection.



Dr. Eula Bingham

She held to this stance consistently throughout her administration, often incurring the wrath and alienation of industrial health professionals employed by management. Yet in the waning days of her work in Washington, many of those who were her severest critics in public, finally acknowledged that Dr. Bingham deserved great credit for OSHA's growth and reorientation toward worker protection.

Dr. Bingham's most successful programs have been those which cultivate cooperation between management and labor. This cooperation must rest upon a mutual understanding of workplace problems. OSHA's "New Directions" grant program was established to do just that by educating workers and managers and encouraging joint effort. The grant program is only one of the many innovative steps taken by Dr. Bingham.

When Dr. Bingham left Washington with the advent of the new Reagan Administration, she returned to the post she left four years ago, as a research scientist and professor of environmental health at the University of Cincinnati. We can only wish the new Assistant Secretary the best of luck with the unusually difficult OSHA post. But whatever action he or she takes, OSHA's new head will stand on Eula Bingham's shoulders. Dr. Bingham well deserves the gratitude of this International Union . . . and all workers.

IBT VIEWS ON HOURS' RULES UPHELD

A TIRED DRIVER is a dangerous driver. That's common knowledge. But when a group obscures the issue by speaking in terms of "productivity" and "cost-effective equipment use" that simple adage can get lost in the shuffle. Fortunately, for once that is not the case. The IBT has been successful in convincing the Bureau of Motor Carrier Safety to deny the petition of a group of independent owner-operators who asked the agency to radically alter and expand the existing hours of service regulations.

In 1979, escalating fuel prices created an economic problem for the motor carrier industry, especially the independent owner-operators. In order to compensate for higher fuel costs, owner-operators felt it necessary to drive more hours.

In September of 1979, a group of owner-operators asked the Federal Highway Administration to take emergency action to suspend the present log book requirements and expand the allowable hours of service. Specifically, this group asked that the present daily driving limit be raised from the present 10 hours to 12 hours, and that the maximum on-duty-time for eight consecutive days be raised to 96 hours from its present level of 70 hours.

The Bureau of Motor Carrier Safety (BMCS) denied the emergency petition but did open a formal public rulemaking docket.

Over 700 comments were submitted to the docket. Of those, 94% were opposed to the changes sought by the owner-operator group. Among those in opposition were motor carriers, public interest groups, state law enforcement agencies, and the International Brotherhood of Teamsters.

In a letter from Safety and Health Director R. V. Durham, the IBT registered its opposition to any increase in the allowable hours of service, based on evidence that such an increase would have a detrimental effect on highway safety.

The owner-operator group also proposed replacing current log book requirements with a time clock system based on the bill of lading. IBT opposition to this position was quoted in the *Federal Register* denying the proposal, saying "enforcement of the hours of service regulations requires the use of a driver's log, and abuse of the present system is no reason to replace it with less effective means as contemplated by the petitioners."

Durham's letter went on to remind BMCS that its responsibility was to protect the public safety, and that any rule modifications must be judged on their potential safety effect and not on a real or perceived financial impact.

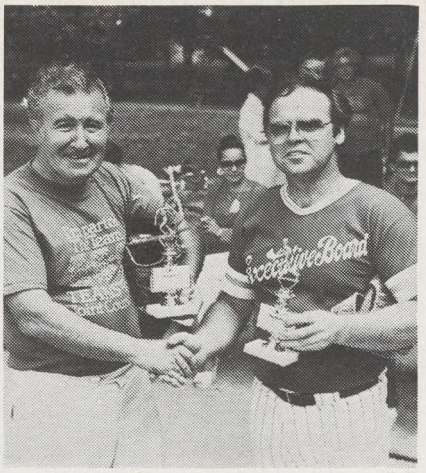
It appears that these arguments and those voiced by others concerned with highway safety were listened to. In a December 15, 1980 *Federal Register* notice, the owner-operator petition was dismissed and the docket closed. Unscrupulous drivers will continue to drive excessive hours and endanger their fellow travelers, but for now, they continue to do so in violation of the law.

ACTIVE IBT LOCALS

HILLSIDE, NEW JERSEY

Doing Their Bit For Easter Seals

Congratulating each other on the strong competition their teams put forth in a recent Easter Seal Softball Marathon are International Vice President and Joint Council 73 President Salvatore Provenzano (left) and Local 177 Secretary-Treasurer Mario Perrucci. Facing each other in two-hour competition during the marathon were Teamster Locals 560 and 177. The big winner was the Easter Seal Society, which received $600.00 as a result of the Teamster teams' efforts.





PHILADELPHIA, PENNSYLVANIA

Local 107 Officers Are Sworn In

Taking their pledge of loyalty and service to the membership recently were these officers of Teamster Local 107 in Philadelphia, here being sworn in by IBT Vice President Maurice R. Schurr (far right). From left to right are: Local 107 Secretary-Treasurer Kenneth Moore, Business Agent Edmond Woods, Trustee John Smalley, Business Agent Jack Kennedy, Trustees Joe Murphy and William Patterson, President Joseph Cimino and Vice President Mike Facchiano, with Schurr.

COLLINGSWOOD, NEW JERSEY

Columbia Records Retirees Receive First Teamster Pensions

Just two years after Teamster Local 676 of Collingswood, N.J., organized the 1500 employees of Columbia Records' division of CBS at Pitman, N.J., four employees have received their first Teamster pension checks, with their past company service credits included as part of their benefits.

The Teamsters' pension plan had, of course, been one of the most important items negotiated when the Teamsters began their bargaining, but after the pension plan was negotiated, the trustees of the Teamsters Pension Plan of Philadelphia and Vicinity were persuaded to grant the workers bridged credit for their past service with the company.



Here, three Teamsters receive their first pension checks, which were retroactive by several months. From left to right are: Hank Greener, Local 676 business agent; retiree Louise Menna; John P. Greeley, president of Local 676; retirees Mary Linderman and Veronica Scott, and Danny Ungrue, chief steward. (A fourth retiree, Robert Bedow, was not present when this photo was taken.) These members also received a pension check from the company's plan.

LINDEN, NEW JERSEY

Teamster Heroes Receive Special Commendations

Two members of Teamster Local 877 who, while on the job recently, helped save the lives of three coworkers after an accident at Exxon's Bayway Refinery in Linden, N.J., were honored for their quick thinking with special commendations, as was the plant's rescue squad, at the New Jersey Teamster local's December membership meeting.

Honored were Teamsters Don Meister and Pat Vetek. While at work in the tower of the refinery, the two recently heard that three coworkers had just been overcome with sour gas, containing H_2S. Donning Scott Air Paks, Meister and Vetek ascended the tower, shared their breathing apparatus, and sealed off the escaping gas, permitting the safe removal of the overcome workers by the plant rescue squad.

Each of the workers was presented with special awards from the International and Local 877, one of them noting that: "Your exhibition of courage, skill and determination in the rescue of your fellow workers, at great risk to your own safety, was an outstanding achievement."

A plaque also was presented to the plant rescue squad team, Teamsters all, which recently captured World Championship honors, for the manner in which the victims were handled and removed from danger. They were commended for their teamwork, dedication and expertise.



Here, Vetek (2nd from left) and Meister receive a plaque and certificate of merit from Russell M. Harris (left), president of Local 877, and Steve McDougall (right), industrial hygienist for the IBT's safety and health department, who was a guest speaker at the membership meeting and presented the awards from the International Union to the two Teamsters.

NEW CASTLE, PENNSYLVANIA

Proud Local Reports Hefty Arbitration Win

Effective representation by Teamster Local 261 of New Castle, Pa., recently resulted in a hefty backpay award for member Glenn Miller, reports Local 261 President Jack Frazier.

Here, Business Agent James Lundy proudly presents an arbitration award of $15,286.00 to Miller, an over-the-road driver for McLean Trucking at West Middlesex, Pa. Through the local's efforts and the arbitrator's ruling, Miller was completely exonerated and was compensated not only for lost time but for all health and welfare and pension benefits, with no loss in seniority on the job.





UNION CITY, NEW JERSEY

Teamster Local Officers Sworn In at Meeting

Pictured here is the executive board of Teamster Local 560, Union City, N.J., shortly after members were sworn in as officers for new three-year terms. Officers were reelected by acclamation by members at the local union's November general membership meeting. Left to right are: Bus. Reps. Vincent Passaro, Andrew Reynolds and Ray DeMilia; Recording Secretary Jay W. Dildine; President Nunzio Provenzano; Bus. Rep. Carmine Conti; Secretary-Treasurer Josephine P. Septembre; Bus. Rep. James de Stephano; Trustee Joseph Sheridan; Vice President Sam Provenzano, also an International vice president; Bus. Rep. Henry Slyboom; Trustee Robert Luizzi; Trustee Thomas Reynolds; and Bus. Reps. Harold Pskowski, Danny Rubino, Michael Sciarra and Stanley Jaronko.

ACTIVE IBT LOCALS

ALBANY, NEW YORK

Teamster Helps Study Dangers of Herbicides

John S. Mahoney, secretary-treasurer of Teamster Local 808 in New York, was recently among those selected by Governor Hugh L. Carey to serve on a commission studying the effects of herbicides on citizens of New York State.

Mahoney was one of two union representatives designated to serve on the nine-member panel. The Teamster is a former Marine and for 11 years served as an undercover detective with the New York City Police Department, distinguishing himself in both organized crime and narcotics investigations, before a job-related disability forced his retirement and his entry into the labor field.

As a member of the New York State Temporary Commission on Dioxin Exposure, Mahoney's main function will be to ensure that members of his union and other unions are duly protected with regard to possible exposure to and health effects resulting from contact with herbicides containing dioxin. Appointed to the post in November, 1980, he will serve a two-year term.

NEW YORK, NEW YORK

Teamsters Reach Out With Aid Across Sea

Generous members of Teamster Locals 831 and 810, both of New York City, on hearing of the plight of thousands of Italian earthquake victims recently, poured out their hearts and dollars to those suffering.

Executive board members from Teamsters' Local 831 presented Msgr. J. P. Carroll-Abbing of the Boys Town of Italy, with a check for $2,000 to aid in relief efforts in the ravaged area of Southern Italy.

Noting the sanitation workers' concern, Local 831 President Edward Ostrowski said recently: "The American people have once again shown their generosity and sympathy for people in need with the outpouring of assistance to the italian earthquake victims. The Uniformed Sanitationmen's Association is doing what it can to help."

Members of Teamster Local 810 also decided to aid in the relief efforts, after hearing of the quake and its devastating impact. The local's executive board immediately voted a $2,500 contribution to Italian Earthquake Relief to aid in the rescue and resettlement efforts.





Above, Local 810 President Dennis M. Silverman (second from left) hands a check to Father John Tirella of Our Lady of Mt. Carmel Church, E. Boston, Mass. The check was forwarded directly to the Most Rev. Bishop Tarcisio Cortese, Catanzaro, Italy, who is in charge of relief in the center of the devastated area. Watching the presentation are Local 810 Vice President Max G. Sanchez (left) and President Emeritus Milton Silverman (right).

Making the presentation to the Boys Town official were, from left: Local 831 Treasurer Val Pappa, Recording Secretary Robert Kelly, Vice President Peter Scarlatos, Msgr. Carroll-Abbing, President Edward Ostrowski and Trustees John O'Keefe, Harry Nespoli and James Alongi.

MISSOULA, MONTANA

Retired Teamster Hunter Turns Into A Hero

When Teamster Harvey Wolfkill went hunting with a buddy back in late October, all they were out to snare were a couple of deer or elk. They didn't bag their prey but encountered a lot more trouble than they'd bargained for.

After hunting in the mountains about 35 miles from Wolfkill's home, the two men pitched camp, put water on in a tea kettle and settled in.

A sudden blaze in the camper, however, brought that reverie to an abrupt end. Flames quickly engulfed them, without warning. Jumping up from the table Wolfkill scrambled for the door and wrestled it open, yelling for his buddy, Sam. "We've got to get out of here," he yelled.

As he hit the ground and rolled to smother flames licking at his pantlegs, Wolfkill again called for his friend. Since he hadn't seen him escape, he scrambled back to the wall of flame that was the inside of the camper, then ran to the back. "It was too hot to do anything," Wolfkill says of those despairing seconds when he thought his friend had been trapped.

Calling again and again, Wolfkill reluctantly stepped back from the conflagration; then, miraculously, there came a weak reply. Going to his friend laying nearby in the grass, the grateful Teamster could think only, "God must have got us out of that fire."

As the flames burned out, the two assessed their situation. Deciding that they'd have to walk out of the mountains to reach help, they set out in the chill and dark of night, both of them badly burned and in pain.

About a mile into the trek, Sam announced that he was in too much pain to go any further, but those weren't words his stubborn buddy wanted to hear. Informing Sam that God "wasn't going to get us out of a camper and then let us die on the road," Wolfkill urged him back on his feet, refusing to abandon him.

Mile after mile they continued, with Sam insisting he couldn't make it any further and Wolfkill telling him he must. "We didn't have enough clothing on to keep warm and by now the burns were starting to ooze; it would have been so nice to sit down," says Harvey Wolfkill of the trek, "but Sam's pants had been burned off and his legs were burned, so I knew we couldn't stop and rest. Once he did sit down, but I finally got him back on his feet and held him up while we walked," remembers the Teamster.

Finally, with exhaustion setting in, they found help. At the hospital, in addition to finding out that both had first, second and third degree burns, they also learned that they had covered more than 10 miles during their seven-and-a-half-hour ordeal. Both now are getting along okay.

Although the Teamster laments his lost hunting days, since all three of his guns, his binoculars, camera, AM-FM radio and other hunting gear were lost in the fire and he can't afford to buy new equipment, he admits that he's lucky just to be alive, and was even more fortunate to be able to see that his longtime friend made it, too.

Oh, by the way, courageous Brother Wolfkill is 64 years old and a retiree of Local 88 in Long Beach, Calif., where he worked for Sierra Bullets prior to his retirement. Pretty good for a Teamster retiree, wouldn't you say?

MEDFORD, OREGON

Teamsters Take Safe Driving Honors

When Pacific Fruit and Produce/ Pacific Gamble announced its national safe driving awards for the year recently, two Teamster Local 962 veterans were at the top of the list.

Frank Couch was the top driver, with more than 33 years' safe driving to his credit, followed by Willis Gilman with 30 years of safe driving, both of whom are employed at the Medford, Oregon operation.

Of 11 Local 962 members employed by Pacific Gamble within its jurisdiction, eight were singled out this year for recognition, all of them employed by Pacific Fruit. The others, in addition to Couch and Gilman, included: Charles Bergseng, Bend, Ore., 15 years; Tom Murphy, Medford, Ore., 8 years; Kirk Johnson, Klamath Falls, Ore., 6 years; Russell Johnson, Medford, Ore., 6 years; John Polk, Medford, Ore., 3 years, and Eric Franklin, Bend, Ore., 1 year.



Pictured here, Frank Couch (left) and Willis (Bill) Gilman (right), are congratulated on their outstanding safety records by Local 962 Secretary-Treasurer Clifford Cooper.

REMINDER ON YOUR WITHDRAWAL CARD

Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.

ACTIVE IBT LOCALS

PORTLAND, OREGON

Helping Members Is Local 162's Job

Teamster Local 162 member Linda Johnson, shown here receiving a $1,397 backpay award from Local 162 Business Agent Al Panek, recently won a grievance filed on her behalf against her employer, Bay News Co., by Panek and Local 162's attorney. In addition to the cash, Linda received unemployment benefits while off work and was reinstated with full fringe benefits and seniority.



PORTLAND, OREGON

Teamster Women Contribute Skills

Displaying some of the beautiful handcrafted items made and offered for sale at Teamster Joint Council 37's annual Auxiliary Bake and Bazaar recently were, from left, Auxiliary members Marie Wattenberger, Mabel Smith, helper Clyde Dennis, Freida Dennis and Connie Filer. Proceeds from the benefit sale went to help needy Teamster families at Christmas.





VALLEJO, CALIFORNIA

A Teamster Happy With His Representation

Teamster Local 490 member Bob Hancock couldn't be happier, as he receives a check for almost $5,000 from Local 490 Secretary-Treasurer Tom Williams (right) and Business Agent Lloyd Adcock (left). After arbitration, the Teamster's discharge by his employer was reversed and he received reinstatement to his job, through the efforts of Local 490 Counsel Burt Boltuch and local union officers.

SAN FRANCISCO, CALIFORNIA

Disabled Teamster Helps Youths Learn to Box

Hearing the thump of canvas bags being struck and the pounding sounds of leather hitting leather as you enter the aging Newman & Herman Gymnasium in downtown San Francisco, a visitor might think he's been transported back through time to some scene out of a Damon Runyon book.

Such reveries fade away as the strident tones of coach Sonny Marson fill the air, as he yells staccato advice to two young boxers thrusting and parrying in the ring.

The coach is a disabled, retired Teamster from Calif. Local 85, and his boxers, two inner-city youngsters he's training as members of his M&M Boxing Club, a group Marson and fellow Teamsters began back in 1974 to teach youngsters good boxing skills and help keep them off the streets and out of trouble.

Helping Marson establish the club were Bill Mateo, a Teamster Local 85 member and driver; Local 85 retiree Tony Olivera, who's a former world-ranked bantamweight championship contender; Herb Suvaco, vice president of Teamster Local 860, and Suvaco's sister, Mrs. Peggy J. Kaeo, a Local 856 member.

Five days a week, from 5 p.m. to 7:30, Marson and Mateo can be found at the gym, working out with club members, right now about 15 boys between the ages of 12 and 15. Olivera is often around, too, offering advice on style and form to the boys.

Once a promising fighter himself, competing in the Golden Gloves, Diamond Belt and other top amateur tournaments before taking a brief fling in the fight-for-pay game, Marson is the son and nephew of professional fighters from the Bay area and father to a son who fought successfully in numerous amateur tournaments on the West Coast. He knows a lot about the fight game and what it takes to succeed.

It was as a boxing coach at the San Francisco Boys Club San Francisco Mission District Branch that he learned he had real talent for working with youngsters and could become a good influence on them, keeping them off the streets and involved with their school work.

With his accident came the chance to work with youngsters again. Today, the group of determined youngsters who faithfully show up at the gym is a real testimonial to M&M's program and its appeal.

Zachery Hewitt is one of them. Hewitt has been with Marson for several years now and travels 40 miles on buses, trolleys and BART each weekday after school and on Saturday mornings to work out.

Hewitt won the 1978 Pacific Coast Southwest Lightweight (132 pounds) Amateur Boxing Championship and was aiming for the Olympic games before that hope was shattered by the boycott last summer.

The dream of the Olympics is what sustains most of the kids Marson and Mateo train. Reaching that goal means possible professional careers that promise not just fame, but security and that elusive dollar.

Marson is aware of this incentive and gears his program to that objective. He aims his boys at the Junior Olympic Championships sponsored by the National Amateur Athletic Union. This series of tournaments is for boys under 15. After that age, amateur boxers must enter the Golden Gloves and other rated tournaments that lead up to the Olympic Trials every four years where the U.S. team members are decided. Winning a Junior Olympic title is considered a major stepping stone toward going all the way.

"These are poor kids," Marson says of his students, serious teenagers boxing in the rings, exercising on the floor or punching the heavy leather bags suspended from the old wooden beams of the gymnasium. "They were failing in school because of discipline problems. They did not know what discipline meant. They get it here, and they have to carry it home. I work with their parents or guardians. Most of them are from broken homes. They are looking for someone who needs them. They get that feeling here. That is what I try to drill into them: they are needed.

"And if they don't keep their grades up, they don't box," Marson adds of his coaching techniques. "I even have them bring their report cards to me."

The principal problem that continually faces M&M is a common one —money. It's a costly program and even with donations from their own pockets and those of relatives and friends, the budget often falls short of their needs. Peggy Kaeo helps out by sewing and patching trunks and robes for the boys.

But some of the mandatory equipment needed to train the boys can't be makeshift. As Marson notes: "This set of 14-ounce sparring gloves costs $156 alone. This padded supporter-cup is $47 and this headgear is $45. And they are going up. It's rough!"

Then there are other expenses, such as for trips to take his youngsters to competitions necessary to further their advancement.

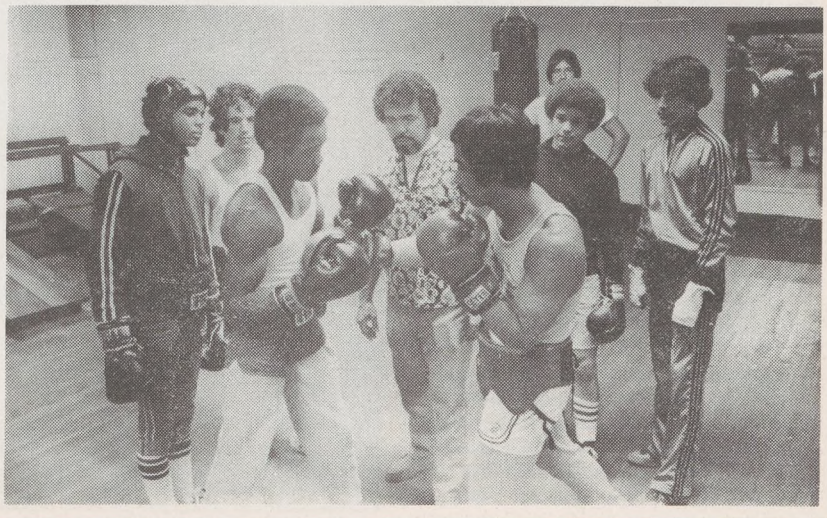
One source of funds for the program could be income from the club's handling of several professional boxers. Marson already has one in training and is negotiating matches for him.

He is Teamster Max Cervantes of Local 250, a hospital worker. Cervantes, 26, and a junior welterweight, has been a professional for three years now, after compiling a 15-1 outstanding amateur record under the M&M colors. Marson believes the young Filipino boxer can carve out a successful career as a pro.

"We'll make it somehow," Marson says as he ties the gloves on for one of his boys. "The program is too needed to go under."

M&M Boxing Club is located at 125 Ellington Ave., San Francisco, Calif., 94112, in case Teamsters are interested in learning more.

"Every punch carries the union label," Sonny Marson says, as he watches two of his youngsters spar at the gym. Left to right are: Gary Turner, Jose de la Mora, Zachary Hewitt, Marson, Max Cervantes, Ruben Castillanos and Carlos Hernandez. Teamster Bill Mateo can be seen in back of the group.



ACTIVE IBT LOCALS

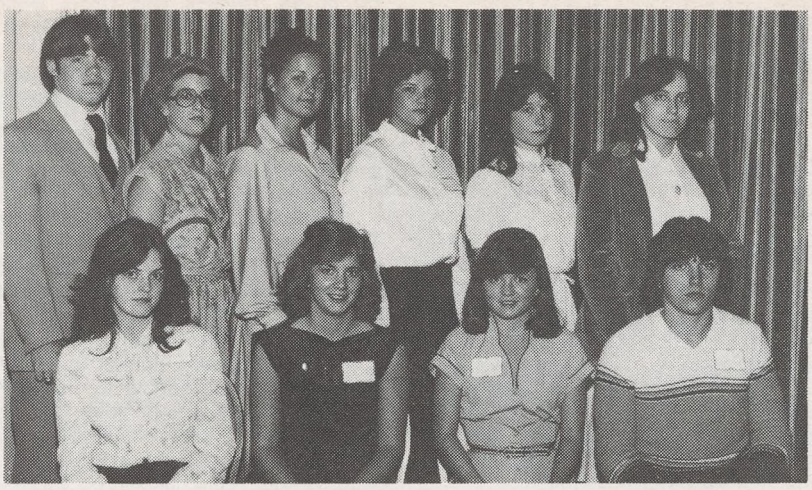
TULSA, OKLAHOMA

Teamster Local Honors Stewards, Scholars

Teamster Local 523 of Tulsa, Okla., recently hosted its annual banquet honoring more than 100 stewards and their wives, a high point of which was the presentation of scholarship awards to 22 scholarship winners, who also were honored, along with their parents.

Special speakers at the banquet included Charles Haddock, secretary-treasurer of Teamster Local 745, and Charles Thompson, director of the Oklahoma-Arkansas Conference of Teamsters.

Among this year's scholarship recipients were: Scott T. Bailey, Chris Cagle, Michael Ray Cagle, Gary M. Collins, Phillip C. Curtis, Teresa A. Davis, Terri L. Economos, Becky Jo Gilbert, Glenda G. Griffin, Dana M. Hall, E. Benjamin Horsley, Elizabeth Humble, Cynthia L. Kalcich, Kristi Krafft, Deborah D. Michno, Dana J. Miller, Terri L. Perry, Cathy Shannon, Sharon Smith, Orville Stephens, Leslie A. Stith and Evelyn Whatley.





Shown above are those scholarship winners who were able to attend the dinner.

Below, Charles E. Haddock (center), secretary-treasurer of Teamster Local 745, Dallas, Tex., speaks at the stewards' banquet, as Local 523 President Coleman Davis (left) and Local 523 Secretary-Treasurer J. C. Neel enjoy his remarks.

OKLAHOMA CITY, OKLAHOMA

Teamster Local Helps A Favorite Charity

International Teamster *proudly tells the world that IBT members have hearts as big as all of Texas, but in this instance, make that Oklahoma.*

There, Teamster Local 886 of Oklahoma City is actively involved with assisting the Oklahoma Society for Crippled Children. Here, Paul Plumlee (left), an assistant business agent of Local 886, accepts an award recently presented to the Oklahoma local union on behalf of members. Presenting the award to him is Bill Boerstler, president of the Oklahoma Society for Crippled Children, who lauded Local 886's concern for disabled youngsters.



BLOUNTVILLE, TENNESSEE

New Drivers Join Local 549 Million-Mile Roster

Drivers from the Mason and Dixon Lines, Inc., in Kingsport, Tenn., all members of Blountville Local 549, were recently honored with recognition awards by their employer, Local 549 President Billy L. Patrick notes.

Four drivers achieved prestigious two-million-mile status—Omer G. Lawson, S. J. Russell, David C. Reed and L. E. Moyers.

Eleven others put that first million highway miles behind them, with outstanding safety records. They include: Ronald Musick, Jackie L. Jay, John Maloney, James H. Brown, Billy W. Brooks, Harold E. Young, Bobby Joe Barb, Joe U. Bell, Robert R. Mumpower, Kenneth D. Sutherland and Palmer Fred Carter.

Motorists who don't drive trucks know how hard it is to avoid an accident, just maneuvering around town or city.

Every time new drivers reach a similar safety milestone, it is a testiment to the ability of all professional Teamster drivers whose driving chores are daily complicated by hazardous road conditions, inclement weather and a multitude of other hazards, all of which they overcome in the course of their jobs.

VANCOUVER, B.C., CANADA

Local 351 Steward Is World-Class Umpire

When Teamster Howard Chapman says "You're Out!" baseball players better look lively because this is one umpire who isn't blind and really knows what he's talking about.

Chapman, a shop steward and member of Vancouver, Can. Local 351 employed by Canadian Linen Supply Co., Ltd., has been an umpire for many years, attending a school for professional umpires in 1969, after which he worked in the Florida State League and the Quebec Provincial League, before moving to Vancouver.

Last summer, the Teamster experienced one of the highlights of his long official's career. Already Provincial Umpire in Chief, a post he's held since 1976, Chapman was chosen as the representative of all Canada to officiate in the Senior World Baseball Championships, held in Tokyo, Japan, in August and September, an honor that clearly showed he's one of the best among that



country's nearly 3,000 registered umpires.

Although Howard has officiated in other big tourneys, including the National Senior Tournament in North Battleford, Saskatchewan; the Canada Games in Vancouver and the Intercontinental Cup in Quebec and New Brunswick, along with officiating in the games the Vancouver Canadians have played against the Milwaukee Brewers and Oakland "A's", this was one of the most exciting opportunities yet to come his way.

Chapman says all the baseball officials journeying to the event were treated "like royalty" during their stay. Each umpiring team was provided a limousine for their private use to and from the baseball stadium and a generous menu of food from different countries was available in the different restaurants in the hotel at which they were staying. Several sightseeing tours also were arranged for them, so they could better acquaint themselves with the city of Tokyo and the surrounding area.

"You just couldn't grasp the effect of the events that were taking place until after you got back home and sat back and relaxed and took a look at the pictures, which proved it actually happened and you were actually there," he said, summing up the whole trip recently.

LEXINGTON, KENTUCKY

Teamsters Win Member Reinstatement With Pay

After Teamster Local 651 member Ricky Tipton was discharged by his employer, his Teamster local officers took a look at the charges and decided they had a case for unjust discharge against his employer, W. T. Sistrunk & Company, Inc. The result: they filed a grievance and won for the man not only reinstatement but $12,219.15 in backpay as well.

The rule at Sistrunk was: "Walk; never run for anything." The company alleged that Tipton had violated that safety and health proviso, and sent him packing.

When the grievance went to arbitration, it was Arbitrator W. Thomas Mulhall, Jr.'s decision that "the 'no running' rule fits into minor offenses" and that "violations of a minor nature should not result in an employee's dismissal."



Here Ricky Tipton (center) receives his backpay award and reads a copy of the arbitrator's decision with Ken Silvers, Local 651 president (left), as Ken Stacy, a Local 651 business agent, looks on.

ACTIVE IBT LOCALS

CHICAGO, ILLINOIS

Local 743 Scores Three Organizing Wins

Teamster Local 743 of Chicago has been named bargaining representative for 182 workers in three companies in recent weeks, evidencing the organizing prowess that has kept it one of the largest locals in the International Brotherhood of Teamsters over the years.

Local 743 President Donald Peters reported the following successful organizing drives:

- At Capitol Mailers, employees voted 69 to 30 for Local 743 representation, in a 127-member bargaining unit.
- Employees at Atlas Finishing Company voted 15 to 6 for Local 743, bringing 24 more workers into the Teamsters' affiliate.
- Technicians employed at Walther Memorial Hospital are now Local 743 members as the result of a check of authorization cards. There are 31 employees in that bargaining unit, with Local 743 already the bargaining representative for another 250 non-professional and clerical employees at Walther.

CHICAGO, ILLINOIS

Local 705 Wins Backpay Award

$7,000 in backpay, was the decision of an arbitrator in the case of Michael D. Wieringa, a member of Teamster Local 705 of Chicago, in a case involving his improper discharge by the Bloom Township Sanitary District, where he was a sewage treatment operator. The award was later upheld by the Cook County Circuit Court after the employer appealed the arbitrator's ruling. Shown here congratulating the Teamster on the verdict are, from left: John Navigato, president, Local 705; Michael D. Wieringa; Paul Di Grazia, business representative, Local 705, and Daniel Ligurotis, recording secretary, Local 705.





MILWAUKEE, WISCONSIN

Local 200 Members Are Generous

What better way could there be to give thanksgiving for what we have than by helping others? That is the thought that prompted Teamster Local 200 late last year to conduct its "Food for the Needy" drive among its membership. With members donating both food and their services for the collections, Teamsters made the holiday season much happier for several area charities, including the House of Peace and the O.C. White Foundation, two groups that minister to the needs of the less fortunate.

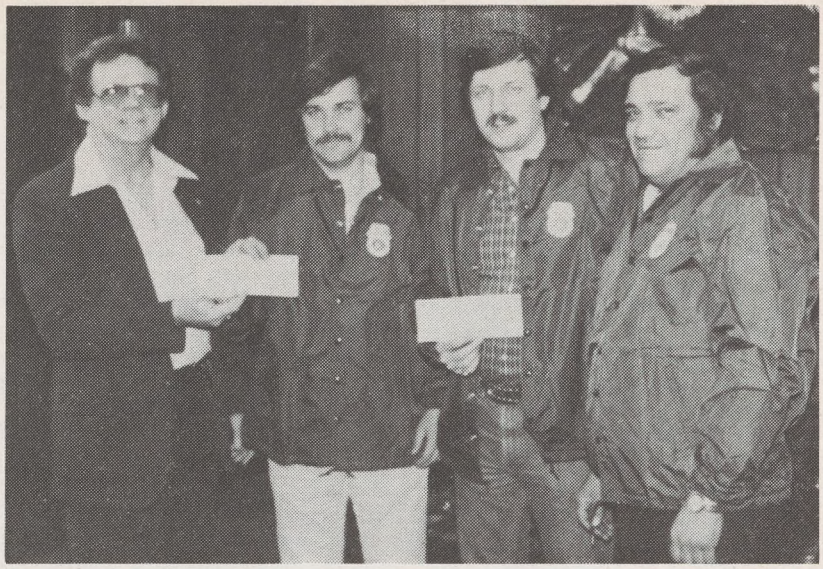
Shown here in front of one of the trucks donated to haul the foodstuffs are, from left: Local 200 Secretary-Treasurer James Jesinski; Brother Booker Ashe, director of the House of Peace; O.C. White, director of the O.C. White Foundation; and Local 200 President Ray Fularczyk.

COLUMBUS, OHIO

$46,000 Arbitration Win Lauded by Local

Thanks to Teamster Local 413's efforts, Owens-Illinois over-the-road drivers Gary Green and Larry Wall are collectively $46,000 richer. As the result of a recent arbitration decision in their favor, both men were returned to their jobs with full backpay, seniority and paid-up benefits.

Here, the two men receive their backpay checks. From left to right are: Don Linville, secretary-treasurer, Local 413, who submitted the grievance on behalf of the men; Gary Green, receiving his check for $20,650.00; Larry Wall, accepting his check for $25,830.00, and Bill Powell, steward for Owens-Illinois drivers.



CHICAGO, ILLINOIS

Teamster's Lucky Streak Is Shared With Others

When Teamster Local 710 Secretary-Treasurer William D. Joyce attended the annual dinner of Norwood Park Unico recently, he wanted only to share fellowship with some Italian-American friends. Instead, he ended up walking away with a couple of the evening's raffle prizes, including the night's top prize, both of which he generously donated to others.

The group, which honored Irishman Joyce as its "Man of the Year" a few years back, is a fraternal organization dedicated to charitable endeavors, among them helping Villa Scalabrini, a senior citizens' home for Italian-Americans. The group also has been a generous benefactor to the Little City Foundation in Palatine, Ill., a favorite Teamster charity for which Joyce serves as fundraising chairman and a vice president.

During the dinner, at which the raffle winners were announced, Joyce was much surprised to hear his name announced as winner of the fifth prize, a trip for two to Las Vegas.

As a priest from Villa Scalabrini continued pulling chances from the drum, he heard that fourth prize—$1,200 in groceries—had gone to nursery and fruit stand owner Pat Naples. Then came time for another surprise as third prize, $1,500 in cash, went to another lucky Teamster, Bill Hogan, secretary-treasurer of Local 714. Hogan's name popped up again with the drawing for the winner of the second prize, $2,500 in cash. But the real shock came when Joyce heard his own name announced as winner of the top prize—$5,000 in cash.

Going to the rostrum to accept his prize, the dumbfounded Teamster quickly decided to share his Irish good fortune and announced that he would instead donate the cash prize to Little City and its good works. As for the trip, Joyce and his wife decided that, instead of going themselves, they would send his wife's cousin and her husband on a dream vacation.

"The odds on something like this happening (to two Irishmen) must be something like a million to one, especially since 98 percent of the people in the audience were of Italian descent," the Teamster notes. It really must be true what they say about the luck of the Irish!

DUBUQUE, IOWA

Local 421 Drivers Honored for Safety

Drivers from Ruan Transport's Dubuque, Iowa terminals, all members of Teamster Local 421, were honored by their employer recently for their outstanding safety records at a special awards dinner.

During the festivities, which Local 421 officers were invited to attend, Ruan's drivers and management heard themselves praised by a guest speaker from the U.S. Coast Guard who talked about environmental protection of our waterways and the need to report immediately any spills involving oils and chemicals. He lauded the group's efforts and good record in preventing water contamination problems.

A highpoint of the evening was the presentation of safety awards to drivers with between three and 20 years of service, most of whom had amassed 10 or 20 year records of safe driving.



The two drivers shown here, Teamsters Francis Splinter (left) and Ed Fuller (right) received special mention and plaques for having driven a million miles each for Ruan, with outstanding safety records all the way.

CONSUMERS' CORNER

GETTING people to visit the dentist regularly is about as easy as pulling teeth. Yet twice-yearly checkups, together with proper daily dental hygiene, can save consumers money as well as pain.

There is little to replace the regular check-up for economy reasons. Small developing problems can be corrected. Following the dentist's orders is important, too. The dentist may also suggest a special program of oral hygiene or diet.

The whole idea of preventive dentistry, according to Nicole Millman-Falk, director of communications for the Dental Society of New York, the state chapter of the American Dental Association, is to steer clear of trouble in the first place. Many Teamster locals have recognized this and, thus, have included dental coverage as a negotiated benefit for members.

When visiting a dentist for the first time, consider the following:

- Is the general appearance of the office and the dentist and his staff neat, clean and orderly?
- Is he prevention oriented? You will want a dentist who is skilled in both treatment of oral disorders and the latest preventive techniques.
- Does he use X-rays in his diagnosis?
- Does he seem to take a personal interest in you and your health? A record of important information about your medical and dental history should be taken, and he should start a permanent record to assist in the evaluation of your future dental and medical health.
- Don't be bashful about asking his fee.
- Ask the dentist what insurance plans he accepts.
- Check how he wishes to be paid. Many dentists, as well as doctors, ask to be paid at the time of the visit.

One of the most difficult things about dental care is deciding which dentist to see. According to Dr. Millman-Falk, the best way to find a dentist is through the recommendation of others.

If you are new to a neighborhood, you can call a local hospital with an accredited dental service and request a referral list of dentists affiliated with it. The nurse at your child's school might be able to provide some guidance. A neighbor or friend also may be able to help.

Of course, you should ask someone whom you think would demand the same high standards of dental care as yourself. Also ask your family physician what dentist provides his dental care.

Consumers now have an alternative to the traditional dental care offered by dentists in private practice. Operations known as storefront dental clinics have sprouted up in the past few years. These clinics usually feature a number of dentists and technicians who perform services for a set fee. For example, some offer an examination and set of X-rays for about $15. Fillings and other work will be additional.



Criticism of such operations includes charges that these clinics are geared to a volume business and not the close dentist-patient relationship most people are used to. One advantage to this set-up might be its ease in accommodating patients on an emergency basis. If you feel more comfortable in a traditional office, then opt for it.

Don't waste money with "quack" cures. Dental reconstruction and repair is one of the most frequent areas of abuse. Dentures fitted by unlicensed persons and mail order dentures can damage mouth tissues, cause irritation from ill-fitting dentures, and, if continued over a long period, may contribute to the development of oral cancer.

Follow the recommendations of your dentist as to what type of toothpaste and brush and dental floss you should use. There are over 20 different brands of toothpaste to choose from, besides private brands.

While competing toothpastes may make claims of whiter teeth, sweeter breath and a fulfilled sex life, the major difference between brands is usually in the amount of abrasive used in the compound. Too much abrasive should be avoided since it can scratch the enamel of your teeth.

According to the ADA, the only toothpastes which can actually prevent tooth decay are those which contain fluoride. Brands which have been tested and approved as decay preventives by the ADA's Council on Dental Therapeutics can display the Association's symbol.

More and more dental authorities are recommending a simple mixture of baking soda and peroxide as a cheap and very effective method of cleaning teeth and maintaining healthy gums.

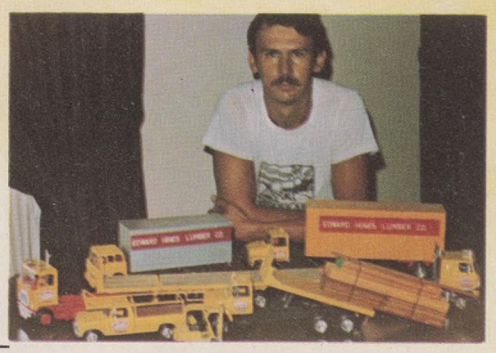
The use of dental floss should be part of daily dental hygiene, according to the ADA. Use of floss will help remove plaque, a filmy deposit of bacteria which can build up between teeth and cause decay. There are two types of floss on the market, waxed and unwaxed. Many dentists recommend the unwaxed type because the waxed floss may be too slippery to pick up all food particles.

The ADA says that most people should use a brush with soft multi-tufted, round-end bristles, although another special brush may be recommended by your dentist.

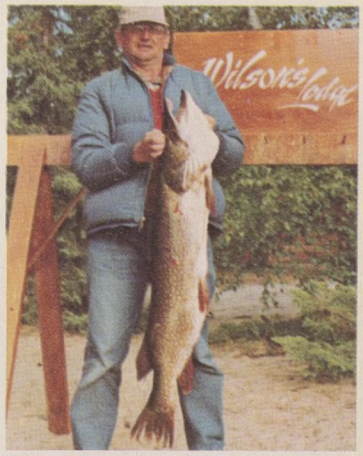
Preventing major problems before they start is the key to better dental health and the best way to cut your dental bills.

TEAMSTER SPORTS!





Teamster Local 786 member James J. Stein, a driver for the Edward Hines Lumber Co. out of the Evergreen Park yard, has an interesting hobby (even if it isn't a sport). He enjoys model truck building and has won awards in several local competitions for his skill in constructing them. As you can see, everytime he shows these pieces, his employer gets a free plug, too.



Teamster Lou Martinez, here decked out in full hunting attire, recently bagged this 8-point buck, with a bow and one arrow at a distance of 28 yards. Martinez, a shop steward with Local 641 employed at Sier Bath Gear, reports that the New Jersey bobtail weighed in at 170 lbs., and was taken near Bedminister, N.J.



Now, that's a beauty. Teamster Local 744 member Stan Skolski, a school bus driver for Willett Motor Coach Co. in Chicago, caught this beautiful 31 pound northern pike, during a recent fishing trip to Reindeer Lake in Saskatchewan, Can. The Teamster adds that it's the largest pike he's ever caught and one of which he's really proud.



With most of the country snowbound, if this doesn't make you eat your heart out, nothing will. Shown here, from left, are retired Teamster International Vice President Edward Nangle with retired P.I.E. road driver and Local 24 member Charlie Baum (right), shown with a 57 lb. sailfish and a 49 lb. wahoo, caught recently in the Atlantic Ocean off Riviera Beach, Fla. "Thanks for making these things possible," Baum adds, and from the looks of things we'd have to agree that these retirees are really enjoying the good life.→

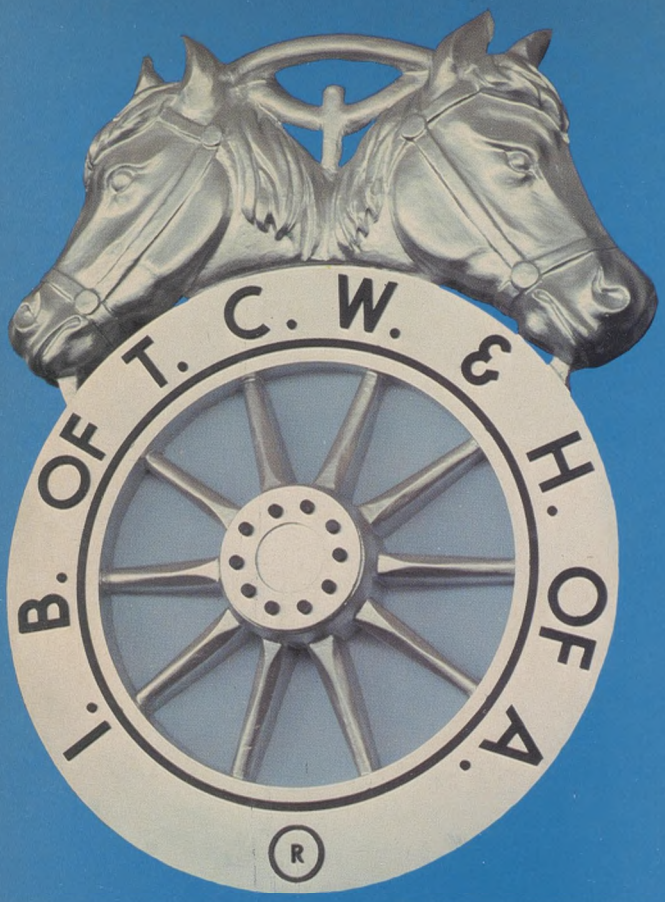
Get a Withdrawal Card from Your Local Union When Leaving the Craft



When You Move Notify Your Local Union of Your New Address



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE March 1981



OFFICIAL CONVENTION CALL

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS AND STATE AND AREA CONFERENCES, GREETINGS:

In conformity with the provisions of Article III, Section 1 of the International Constitution, you are hereby notified that the 22nd Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, will convene in the City of Las Vegas, Nevada, on June 1, 1981, at 10 A.M. in the Las Vegas Convention Center, for the purpose of electing International officers; considering amendments to the International Constitution; and transacting such other business as the Convention may determine in accordance with Convention rules.



MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

RECENTLY, I HAD THE OPPORTUNITY to meet with President Reagan, both privately and with other labor leaders, on the Administration's new economic plan. Whether or not a viable plan that can work is formulated, we know that its success will depend on the acceptance of the American people and the Congress.

We all know that there will be sacrifices asked of the people, particularly relating to budget and spending cuts. Many take the attitude, "Well, it will depend on whose ox is being gored." It is my opinion that the whole herd is going to get it in some matter or fashion.

And one thing is for certain; we don't intend to sit around and watch the working man's ox be slaughtered. On that, we will remain tough and immovable.

The President has said that we are confronted with an "economic calamity" of tremendous proportions, and thus he is proposing a 10 percent cut in personal income tax rates for each of the next three years, coupled with massive spending cuts.

As I have been saying for the past 18 months, there is no question that we have serious economic problems that are strangling the American worker, thus preventing him from competing in the mainstream of American life.

For two years we have suffered from double-digit inflation and a runaway budget deficit now approaching $80 billion dollars. Meanwhile, the tax bite for the American worker has doubled in just two decades.

But I think the most important problem—and indeed the key to the whole program being offered by the Administration—is unemployment and the ability to put America back to work to make the program work. On this, we need to hear a great deal more.

Seven million people are today out of work. Any economic plan must consider this startling fact alone in prescribing economic boosts. Across-the-board budget slashes, personal tax cuts and tax write-offs may be initial solutions. But the priority and ultimate concern must be to put America back to work.

The President is trying to convince Congress that the traditional ways of fighting unemployment with spending are failing. He says we don't have to choose between inflation and unemployment—they go hand in hand. "It's time to try something different, and that's what we're going to do," the President told the American people in his recent televised address.

I admire his desire to tackle the problem immediately. We know that there is no simple solution. And we know that Congress will give his economic plan careful scrutiny. But, above all else, we hope that the tide of unemployment can be stemmed. And we hope to see this in the President's program.

With that, we shall wait and see.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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Union will take tough stance

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IBT Will Take Tough Stance With Gov't.

DECLARING that there are many areas of high priority to Teamsters in the new Congress and the new Administration, Teamster General President Frank E. Fitzsimmons convened the first quarterly meeting of the general executive board for 1981. Fitzsimmons chaired the long sessions of the three-day meeting of the IBT governing body, January 29-31.

Fitzsimmons stated that Teamsters will be tough in dealing with the government and new department and agency heads in fighting for the rights and protection of the entire union membership. He noted that a full round of meetings with key government and congressional leaders was being pursued, including an early February meeting with President Reagan.

In his report to board members, Fitzsimmons highly criticized the Interstate Commerce Commission. He reported on a letter he recently sent to ICC Chairman Darius W. Gaskins, Jr., protesting Gaskins' public statements which indicate clearly that common carriers may limit their obligation to serve the public under their certificates granted by the ICC merely by publishing a tariff restricting the scope of their service.

"This, of course, conflicts not only with the Motor Carrier Act of 1980 (the so-called deregulation bill), but also with ICC regulations and precedent."

Pointing out the inconsistency of the ICC and its chairman, he noted a case involving Akers in which the carrier shut down terminals, laid off employees, and sold off equipment. The carrier's intent was to do business with non-union owner-operators hauling truck load lots.

Fitzsimmons reported that "fortunately, in this case, the ICC said that the carrier could not curtail service in such a manner and that it must reinstate former service according to its certificates.

Fitzsimmons reiterated an earlier stand of the national freight negotiat-



Board members in session at regular quarterly meeting last month in Palm Springs, California (Above). VP's Harold Gibbons and Louis Peick. VP's Joseph Trerotola and Maurice Schurr (Center, top and bottom). General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling (Below).







Trustee Jesse Carr and VP Edward Lawson (Below).



ing committee that all economic obligations of employers under the National Master Freight Agreement must be fulfilled.

During the last National Master Freight and National Automobile Haulers negotiations, certain provisions regarding safety and equipment were referred to joint safety and health committees provided for in the respective agreements.

Both union and employer committee members have agreed to inclusion of some of these provisions in the National Automobile Transporters Agreement. They include trailer brake hand valves, placement of fuel tanks, shock absorbers on front axles of tractors and skids. Steps, handholds, catwalks, chains, cables and tie-down bars, interior tractor dimensions and windshield visibility continue under study by the committees. The approved provisions became effective March 1, 1981.

The week following the union's announcement on the safety provisions in the car haul agreement, members of the union and employer negotiating committees were meeting to consider similar provisions for the National Master Freight Agreement which have been recommended by the joint freight union-employer safety and health committee.

Board members also engaged in a discussion of a National Labor Relations Board ruling that Overnite Transportation so flagrantly violated the law in a representation election for its employees that a new election must be held. Board members agreed on the importance of the new election and voted for meetings of affiliates in areas of Overnite jurisdiction to discuss and plan for the new election.

In support of another area of organizing the non-union worker, board members voted support for a Western Conference of Teamsters organizing drive in the harbors of the West Coast among trucking employees.

Teamster board members also reaffirmed during the session the Teamsters' affiliation with the International Federation of Chemical, Energy and General Workers of Geneva, Switzerland. This group has been extremely helpful to the union in past organizing campaigns and strike situations, especially those involving multinational companies.

Board members voted continuing support for the Coalition of Labor Union Women and approved a grant for that organization.

Also on the agenda was the International Union convention to be held in Las Vegas, Nevada, June 1-5, 1981. General Secretary-Treasurer Ray Schoessling reported that the Convention Call is being readied, and Fitzsimmons reported that his office is finalizing appointments for the committees which prepare and do the work at the convention.

Other reports were given by the IBT legal and legislative departments.















Clockwise, from top center (all left to right): VP's Louis Peick and Robert Holmes, VP's Roy Williams and Jackie Presser; VP John Cleveland and Trustee Teddy Cozza; VP's William McCarthy and M. E. 'Andy' Anderson; VP Joseph Morgan, GST Ray Schoessling and VP William McCarthy (Above); VP's Sam Provenzano and Weldon Mathis; VP's Maurice Schurr and Arnie Weinmeister; Trustee Frank Matula and VP George Mock.



TEAMSTERS ISSUE CALL TO DELEGATES FOR 22nd UNION CONVENTION

THE OFFICIAL call for the 22nd Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America has been issued.

Local unions, joint councils, state and area conferences and International Union officers received the call last month from General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling.

The Convention will convene the morning of June 1, 1981 at the Las Vegas Convention Center, Las Vegas, Nevada.

Under the provisions of the International Union Constitution, the Convention is called "for the purpose of electing International Union officers; considering amendments to the International Union Constitution, and transacting such other business as the Convention may determine in accordance with Convention rules."

The International Union Constitution provides that each local union having 1,000 members or less is entitled to one delegate, and one delegate for each additional 750 members or major fraction thereof. No delegate is entitled to more than one vote and no proxy votes are allowed.

Joint councils, state and area conferences are entitled to one delegate each.

RULES GOVERNING THE CONVENTION DELEGATION

In accordance with Article III, Section 3(a) except as provided in (c), no local union shall be entitled to representation in the Convention that has not been chartered, affiliated and in good standing for a total of six (6) months prior to the opening of the Convention.

(b) No local union is entitled to representation in the Convention which at the time of the call of the Convention is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which the local union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. If the circumstances warrant, the General Executive Board may waive any of these requirements.

(c) The General Executive Board may grant full representation to any local union which has been affiliated with the International Union for less than six (6) months when such local union was formerly an independent local union or was formerly affiliated with an international union other than the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, or was chartered as a result of split-off or merger.

In a letter to all affiliates entitled to Convention delegates, Fitzsimmons and Schoessling pointed out that the following provisions of Article III, Section 5, of the International Union Constitution govern the selection or election of delegates and alternates:

Section 5(a)(1). All officers and business agents elected in accordance with Article XXII shall by virtue of such election be delegates to any International Convention which may take place during their term of office. If at the time of the receipt of the Convention Call it shall appear that such number of elected officers and/or elected business agents (if any) is less than the number of delegates which the local union will be entitled to at an International Convention, then arrangements shall be made for nominations and secret ballot election of an additional number of delegates.

The local union executive board shall determine in all instances how many alternate delegates shall be designated, and this determination shall not be subject to membership disap-



LAS VEGAS CONVENTION CENTER
SITE FOR 22ND TEAMSTER CONVENTION

proval. Where the election of additional delegates and/or alternates is required in the application of the above provisions, said alternates shall be separately nominated and elected and no eligible member shall be nominated for both delegate and alternate.

To the extent that the local union sends additional delegates, they shall be selected in the descending order of the votes received, starting with the candidate receiving the highest number. The alternate receiving the highest number of votes shall be the first alternate and shall be entitled to substitute for any delegate unable to attend the Convention; the alternate receiving the second highest number of votes shall be the second alternate and so forth.

(2) If the total number of officers and elected business agents (if any) is greater than the number which the local union is permitted to send to the Convention, then the principal executive officer of the local union shall have first priority as a delegate. The local union executive board shall designate from the remaining elected officers and elected business agents (if any) those who are to attend as delegates and alternates. This designation shall not be subject to membership disapproval.

(b) The designation of Convention delegates by the local union executive board as provided in Section 5(a) shall be made during the period from the receipt by the local union of the Convention Call up to the thirtieth (30th) day preceding the first day of the Convention. In the event of disability of a delegate to attend the Convention, the executive board of the local union may designate a substitute from the alternate delegates provided for above.

(c) Each delegate or alternate must meet the same eligibility requirements as are imposed for election to local union office. This, however, must not be construed so as to bar the eligibility of salaried officers of local unions or officers of the International Union. All International officers, representatives, organizers and auditors who have worked continuously for one (1) year or more shall be entitled to all the privileges of regularly credentialed delegates, but shall not be permitted to vote for officers unless they have been elected by secret ballot, or unless they are permitted by law to do so; provided that this shall not be construed to make eligible for International office any organizer or auditor who is not otherwise eligible through having worked within the jurisdiction for such a length of time as to have made him eligible for International office as provided in this Constitution.

(d) All secret ballot elections required by this section shall be in compliance with Article XXII of this Constitution and applicable law relating to the nomination and election of local union officers.

(e) Joint councils and state and area conferences are entitled to one (1) delegate each, to be selected by the executive board of the joint council or policy committee of the conference from officers elected by secret ballot as provided in Article III, Section 5(a).

If your local union is entitled to fewer delegates than it has officers and elected business agents, then the principal executive officer shall have first priority as a delegate. The local union executive board at a regular or special executive board meeting must select from among the remaining elected officers and elected business agents those who will attend the Convention as delegates and alternates. Please note that an officer or elected business agent will be eligible to attend the Convention as a delegate under this procedure if he has been *elected by secret ballot* to serve in one office or the position of elected business agent but has been subsequently appointed to fill another office or the position of elected business agent for its unexpired term. However, where a

(Continued on next page)

member has not been elected by secret ballot to any office but has been appointed to fill a vacant office or the position of elected business agent for its unexpired term, he or she may serve as a delegate or alternate only if he or she is nominated and elected by secret ballot as a delegate in accordance with the procedures set forth below.

If the election of additional delegates and/or alternates is required in accordance with the above-quoted provisions of Article III, Section 5(a)(1) of the International Constitution, or by reason of the situation discussed in the last sentence, the nominations and election must be conducted in compliance with the applicable provisions of Title IV of the Landrum-Griffin Act, Article XXII of the International Constitution, and local union bylaws relating to the nomination and election of local union officers.

If you are entitled to more delegates than your local union has elected officers and elected business agents, it will be necessary, among other things, for your local union to mail a notice of nominations and election of such additional delegates to each member.

Please note that the date of the election must be at least thirty (30) days after the date of the nomination meeting.

A legible copy of each delegate's local union ledger card and/or TITAN printout showing his or her record of dues payment must be sent to the General Secretary-Treasurer with the original of his or her credential for the purpose of confirming his or her good standing status before the delegate can be certified.

Note also that pursuant to Article III, Section 6(b) of the International Constitution, all credentials and ledger cards and/or TITAN printouts must be received in the office of the General Secretary-Treasurer thirty (30) days prior to the opening of the Convention, that is, no later than May 1, 1981. For cause shown to the Credentials Committee, a failure to comply in a timely manner with this requirement may be waived.

In view of this timetable, the latest date upon which you should have a nomination meeting is March 25, 1981, and the latest date upon which you should have your election is April 24, 1981. To avoid problems which may arise because of delays in the mail, please do not wait until the last day in meeting these time schedules.

If at the nomination meeting nominees are unopposed, there is no need to conduct an election. Instead the unopposed nominees should be declared duly elected at the nomination meeting.

Please note that at the Convention each delegate must present to the Credentials Committee his or her credential, properly signed by the president or the secretary-treasurer of his or her organization, or, if both are unavailable, by any elected officer. In addition, each delegate must present to the Credentials Committee at the Convention, evidence establishing that he or she is a member in good standing and therefore entitled to a seat at the Convention.

In accordance with Article III, Section 4, each subordinate body is reminded that they must pay the expenses of their delegates to the International Convention or make arrangements for such payment of expenses by agreement with other subordinate bodies.

IBT URGES CONTRACT PROTECTIONS FOR OWNER-OPERATORS

IN THE interest of highway safety and industry stability, the International Brotherhood of Teamsters recently filed a strongly worded statement with the Interstate Commerce Commission and the United States Department of Agriculture urging needed protection for independent owner-operators who haul exempt agricultural commodities.

The Motor Carrier Act of 1980 directed the ICC and USDA to develop where appropriate written contracts in connection with the motor transportation of exempt commodities. This provision of the Motor Carrier Act of 1980 is the first extension of Federal economic regulation to the exempt trucking industry.

The IBT has maintained, in testimony to Congress and the Interstate Commerce Commission, that independent owner-operators are faced with a combination of adverse economic factors that threaten their survival and the stability of the entire trucking industry.

In its statement to the ICC and USDA, sent in response to a rule-making petition published in the *Federal Register* recently, the IBT stressed that written mandatory contract provisions must cover all exempt commodities and must contain an arbitration provision to ensure efficient and equitable settlement of disputes.

In addition, the union stressed that when loading and unloading, the independent owner-operator should be paid the equivalent prevailing wages, a protection the Motor Carrier Act of 1980 neglected to provide.

The union also insisted in its testimony that the mandatory written contract contain full disclosure of costs of operation and prices paid for transportation of exempt agricultural commodities between comparable points.

The IBT feels that independent owner-operators in the exempt sector are faced with an untenable economic situation. As independent contractors, they are denied the right of collective bargaining by law. Congress, at long last, has recognized the problem. The IBT proposals, if adopted by the ICC, are the first step toward restoring equity and stability in this industry. If not adopted, the general public will be the loser.

IT'S TEAMSTERS 2, MACHINISTS 0!

IN TWO recent head-to-head confrontations, the Teamsters have faced the International Association of Machinists on the organizing front and emerged the victor.

The confrontation with the IAM came in the wake of a decision by Teamster officers early last year to rescind a no-raid pact formerly held with the Machinists Union, after several instances occurred in which the IAM failed to adhere to the agreement or enforce its provisions among affiliates.

Notice of the decision came in a letter to Machinists' President William W. Winpisinger from Teamsters' President Frank E. Fitzsimmons, a copy of which was reprinted in the *International Teamster*.

In recent months, the Teamsters have met the Machinists twice—once in their own backyard and once in ours—and both times have proven that our union is promoting a superior product, at least as far as members are concerned.

The first of these back-to-back victories came at Weber Industries, a division of Walter Kidde and Company, Inc., a manufacturer of aviation parts and supplies, whose workers for 13 years had been represented by the International Association of Machinists.

Becoming disenchanted with their representation, or lack of same, the workers last year approached the Teamsters Union in search of more effective leadership.

With the no-raid pact cancelled, all signals were 'go,' for Teamster Local 767 of Arlington, Texas, and its president, James M. Holden.

On request of the workers at the plant, Teamsters officials convened their first meeting in a park on a Sunday afternoon. More than 300 people attended; some 200 election petition cards were signed.

The local then began holding more meetings, and the campaign began snowballing. Soon Local 767 had enough cards to petition the National Labor Relations Board for an election, which was scheduled for January 29 and 30, 1981.

Just prior to the election, however, an interesting thing happened. Machinists' officials offered to debate the Teamsters at a community center in Gainesville, Tex., hometown to the plant. With more than 300 people in attendance, and workers standing shoulder-to-shoulder, the Weber employees listened to the views of the two unions. In the words of Local 767 President Holden, "It was no contest."

"That Machinists' guy might just as well have packed his briefcase from the word go," Holden said. "He got more members on our side for us than we did!"

The workers were "just tired of 'no representation,'" he added. "They couldn't contact their IAM representatives; they couldn't get their grievances processed; the company was able to do just what it wanted."

When it came time to vote, there was little question in these workers' minds about whom they wanted to represent them. With 800 people voting out of a unit of some 975, more than half, or 429 voted for the Teamsters, with only 75 sticking by the Machinists. Another 200 in this right-to-work state voted for the company.

Today, the nearly 1,000 workers in the unit are Teamsters—from the janitors to truck drivers to production and maintenance employees and inspectors. And enthusiasm couldn't be higher!

Holden credits the win to that rampant enthusiasm, as well as an excellent in-plant organizing committee headed by Barr McKee, Harold Doughty and Greg Kunkel who, he said, were "forced to take all kinds of harassment from both the company and the Machinists" during the hotly contested campaign. "I also have to mention the countless other workers who helped us organize who, although they are too numerous to mention, were among the most enthusiastic of any group I've ever seen," added Holden.

He also thanked Teamster affiliates who offered help to the campaign, mentioning especially fellow local union officers, Thomas Merritt, Loyd Hammil, George Padilla and Dennis Battenfield for their efforts.

"Now comes the negotiating," concluded the Teamster leader. "With the election just certified by the NLRB, we are already formulating our contract demands and soon will begin negotiating the workers' first Teamster agreement."

In another successful campaign, the Teamsters Airline Division successfully fought back an effort by the Machinists to raid its flight attendant's unit at Northwest Airlines, in an election also conducted on January 30 and just certified by the National Mediation Board.

Northwest Flight Attendants were represented prior to 1976 by the Air Line Pilots Association (ALPA). In a representation election in that year, they chose the Teamsters Union Airline Division as their bargaining representative.

The IBT has represented them since 1976, beginning by taking over the ALPA contract. In August, 1979, the Northwest flight attendants ratified a Teamster-negotiated contract providing for an accelerated reopening.

The union was in the midst of contract negotiations with Northwest recently when the International Association of Machinists on November 17 filed a representation application with the National Mediation Board, seeking an election in the Northwest flight attendant craft or class.

The board investigated IAM's petition, scheduled an election, and conducted it on January 30, covering flight attendants working for Northwest at its three bases nationally: in Seattle, where they are represented by Local 2707; in Minneapolis, where Teamster Local 2747 represents them, and in Chicago, where they are represented by Local 781.

Of 2,580 flight attendants eligible to vote in the election, 2,257 cast valid ballots, of which a majority voted to retain the Teamsters' Airline Division as their bargaining representative within the meaning of the Railway Labor Act.

On February 3, 1981, the National Mediation Board certified the International Brotherhood of Teamsters as the duly designated and authorized representative of the craft or class of flight attendants of Northwest Airlines. The event was doubly significant since 3 times in the past these workers have ousted their union representatives in favor of new representation. This time they decided to stand by the Teamsters.

The union is in negotiations over a new agreement at this time.

About both these contests, all we can add is: 'Way to go, Teamsters!' If we've got a superior product, we might as well sell it.

DAIRY CONFERENCE DELEGATES DISCUSS VIRTUES OF NATIONAL AGREEMENTS



Providing leadership for the Dairy Conference, U.S.A. and Canada, are (left to right): John N. Thibeau, chairman and director; Anthony P. Carlino, treasurer, and Arthur W. Hademan, secretary.

NATIONAL AGREEMENTS were the main subject of discussion at the annual meeting of the Teamster Dairy Conference, U.S.A. and Canada, held recently in San Antonio, Tex.

John N. Thibeau, Conference director and chairman of the January 25-30 sessions, informed the 80 delegates that the Conference was preparing to open master contract negotiations with Beatrice Foods, the talks to include the Central and Southern Conferences of Teamsters.

Earlier in January, said Thibeau, meetings were held with Carnation Co. representatives regarding a master agreement in the Central Conference of Teamsters.

Thibeau urged all Teamster affiliates with members working in the dairy industry to come into the master agreements.

He noted that companies increasingly are becoming "arbitration-happy" and hold little concern for the attendant costs. Some of them, he said, have labor relations representatives who work at causing discord rather than promoting industrial peace.

Thibeau cited one local union that now is faced with 17 arbitration cases and suggested that while master agreements do not solve every problem, such contracts do tend to solve most differences between labor and management.



Some 80 delegates attended the Dairy Conference, U.S.A. and Canada, meeting in San Antonio, Tex., late in January to discuss developments in their relationships with the dairy industry.

The delegates heard talks by two guest speakers: International Vice Presidents Harold Gibbons of St. Louis, Mo., and John Cleveland of Washington, D.C.

Gibbons remarked that "no matter how much the world changes, we still have the same conditions facing us that we had 20 and 25 years ago" in terms of organizing, negotiating and policing contracts.

Gibbons assured the dairy delegates that the International Union's finances are in good condition and that the general executive board is determined "to ride out a bad economic period" in the nation's history.

It was Gibbons' view that the United States might continue to have inflation and unemployment for some time to come and that any solutions "may be two or three years off in time."

The more than two million Teamsters Union members, he said, were fortunate to belong to a union that provides a measure of strength and protection in such difficult periods.

In every situation, Gibbons said as he complimented local union activity, the International Union serves in a "backup role."

Vice President Cleveland, a longtime friend of the late Gene Hubbard who headed the Dairy Conference for years, paid tribute to Hubbard's contribution to the development of the Teamster division.

Nearly every delegate present for the meeting reported on the status of his local union in connection with local dairy industry activities.

Several made reference to increasing problems with Kraft Co., operations in their areas.

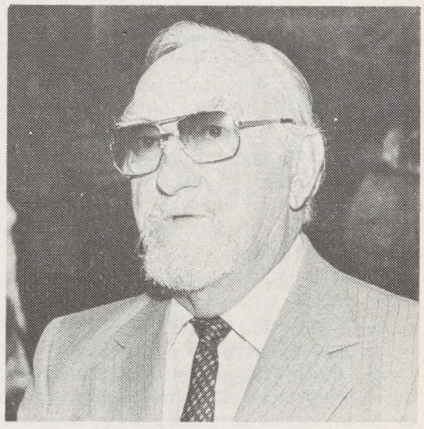
George Eichler, secretary-treasurer of Teamster Local 1110 in San Antonio, welcomed the Dairy Conference on behalf of area Teamsters.

Henry Cisneros, a member of the San Antonio city council, provided the city's welcome to the dairy delegates.

Serving with Thibeau as officers of the Dairy Conference are Arthur W. Hademan of Local 66, secretary, and Anthony P. Carlino of Local 757, treasurer.

Serving with the officers as policy committee members:

Robert Moran of Local 471, Furman Joye of Local 207, Daniel Sullivan of Local 302, Joseph Pocaro of Local 63, Andrew Crawford of Local 463, Luke Kramer of Local 380, Peter Wilson of the Canadian Conference of Teamsters, Frank DeVincentis of Local 973, Norman Padley of Local 647, Earl Jennings, Jr., of the Southern Conference of Teamsters, Ron Teague of Local 949, and Raymond Lapino of Local 270.



IBT Vice President Harold Gibbons told dairy delegates the Teamster membership is fortunate to belong to a strong union in the current difficult economic period.



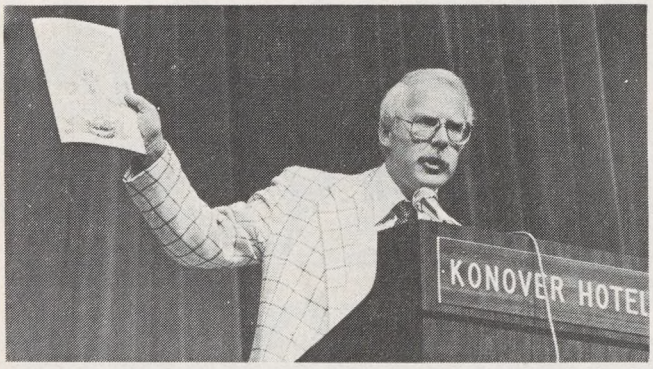
IBT Vice President John Cleveland, a longtime friend of the late Gene Hubbard who headed the Dairy Conference for a lengthy time, spoke of changes common to all.

Unionism and the Golden Goose

AN IMPASSIONED speech packed with information was delivered recently to Teamster warehouse leaders by Walt Englebert, director of the Warehouse Division for the Western Conference of Teamsters.

Somewhat like Paul Revere, Englebert sounded an alert on a new kind of devastating war that has been thrust upon the Teamsters Union and, for that matter, all of organized labor.

Following are excerpts from Englebert's talk before the annual meeting of the Teamster National Warehouse Division:



"I don't know if you can see this picture well but it shows two workers choking the golden goose. Let me read to you what they present to an elementary school child..."—Walt Englebert, Miami Beach, Fla., Jan. 7, 1981.

The fine tradition of the Teamsters—a great union that was developed by the men and women who came before us as trade union leaders—has been eroded in the eyes of the public.

It's more important to understand the eroding process than how it came about. We can communicate that knowledge to the people in our unions so they will understand that we all are members of a great union and have a most difficult job.

People tend to learn only what they hear and see on television. They are unaware of the realities of what not only the press but our educational institutions have done to make our jobs most difficult.

With that, I'm going to share with you some of what they have done to us and suggest how we can stop it.

Believe me, we're starting to grind it to a stop because we're getting the word "movement" back into the labor movement. We're doing it in different areas throughout the country by winning more elections in recent months, by being able to put on better organizing campaigns than ever before, and— recognizing that negotiation of labor contracts has become even more difficult—showing anti-union employers that we mean business in this new decade and that we are willing to stand up and fight in every which way we can to survive.

Here's what has happened. Some of you who have been around a number of years remember that 20 years ago or thereabouts, there was published a manual titled, "What To Do When the Union Organizer Knocks." It was a hardbound volume about the size of a notebook.

That little book was really the beginning of an era.

Prior to that time, a labor contract could be signed almost with the shaking of a hand. The honored tradition of our union and others was accepted. Many employers maintained a healthy attitude toward industrial peace.

Today it is not so.

A gradual erosion has taken place and it began with, "What To Do When the Union Organizer Knocks."

After that booklet, there were publications like, "Avoiding Unions and How to Avoid Going Union." Then came, "Labor Relations." Next was, "Practical Labor Law." Then, in the last 3 years, appeared the worst of all, "De-Unionization"—how to make certain a union was decertified and totally destroyed.

All of these books are utilized by union-busting specialists today in the hundreds of seminars they conduct around the United States and Canada.

The contents of the publications would terrorize any unionist's heart. They are the most conclusive studies you will ever see.

Let me read you this from the flyleaf of one anti-union publication:

> **"Upon completion (of the seminar) a handsome certificate will be issued to those who faithfully attend and successfully complete the course. In addition, the course has been approved for 11 hours of credit by the Minnesota, Wisconsin, Iowa, Washington, Colorado, Kentucky, Florida, Idaho, North Dakota, West Virginia, South Dakota and New Mexico Boards of Accountancy."**

That means credit hours of higher education toward a degree for graduation. How does that sound to you?

I want you to know there is nothing more frightening than to watch a group of men and women in a large room with a professional instructor telling them how to destroy that in which you believe with all your heart and soul.

The 'students' are introduced as the instructor goes down the line. The responses go like this:

> **"My name is John Doe. I'm from the X-Y-Z corporation. I am the director of labor relations. We are presently participating in five decertifications. We were successful last year in two deauthorizations. And we mean to put an end to this plague we're facing today."**

Then listen to them applaud like we have never done for a union organizer who stands up and says, "We won a new unit last week."

They are that serious. They are that good with the material they have. In every major city in North America, this type of seminar is taking place.

Now, what can we do about this thing?

One important thing is to find out where the seminars take place, then periodically go and attend them. There's no difficulty in using a corporate name—the seminar sponsors like the big fees they charge—and sitting in and listening to get the material.

The material presented at anti-union seminars is certainly an aid in our organizing and negotiation of collective bargaining agreements. I'll illustrate as we go along.

An interesting sidelight is that the people who put on the union-busting seminars do a unique thing. Often in an adjacent room they are running another seminar simultaneously, only this one is on how to repel corporate take-overs and survive the cannibalism that exists today in the business world.

Another problem is in our educational institutions. When we meet together, we often like to discuss what we have done to help our communities; things like lecturing college and university students. And we do it with pride, as well we should.

But we're missing a very important area that is not being missed by the employers: Our elementary schools.

With the youngest workforce in history having little knowledge of what the trade union movement is, when we knock on the door or put out a handbill or try to negotiate a labor contract, we find complete strangers who are biased against what we stand for and what we work ourselves to death for.

Let me give you an example.

A couple of years ago, when leaving my house to travel to negotiate a labor contract, my daughter Heidi said to me as I was kissing her goodbye at the door: "Dad. Don't forget tonight—don't kill the goose that laid the golden egg."

"Heidi," I asked, "what do you mean?"

She said, "We studied today about workers and their greed."

This is a little girl.

I asked Heidi, "What do you mean, you 'studied'?"

"Well, I have a book on it."

"Bring me the book, Heidi."

She brought me the book. Let me show how this book portrays the worker and the efforts we as union representatives make for those people to whom we're most dedicated—our members.

I don't know if you can see this picture well (holding book aloft) but it shows two workers choking the golden goose. Let me read to you what they present to an elementary school child—complete with drawings:

"When people demand too much, some wanting prices to fall or stay at levels not justified by a product's cost, others wanting wages to rise to a higher level than is justified by what is produced, or asking for too much free time, or wanting more welfare aid, or spending programs, that's like trying to squeeze too many eggs too fast from the golden goose and that's what kills him."

Now, is it any wonder that years later, when we knock on that door trying to organize that the young men and women we're dealing with have no concept of what we're about or where we came from?

It gets worse than that.



When it comes to ecology, there are corporations that provide material upgraded annually to the elementary schools.

"Uncle Tom's Balloon" is an example (holding booklet aloft). This book talks about the problems of ecology popular in 1977. Rather than read it to you, let me explain briefly what it is:

There are some people who live on a beautiful hillside in a beautiful town. They have no work. Finally an employer comes to town. The employer builds a balloon factory. The workers disagree with each other and with the employer. So they get mad at the employer. The employer has nothing to do because he cannot get any productivity. So what does he do next? Since the employees are complaining that there are too many balloons clouding the beautiful sun and preventing sunshine from hitting the land, that there is too much hot air traveling in the community, the employer has to move his business to another area. Now nobody lives happily ever after in this small village in America.

If you do not believe this has an impact on our small children and their expectance that every man and woman is entitled to a living wage for the hours they work—that the 173.3 hours a month that our representatives sell to those employers isn't eroded by this type of program, you're sadly mistaken.

We discuss this subject with the Teamster members we represent and they are surprised to learn the kind of ax job that is being done on us from both ends of the spectrum; not only on "60 Minutes" but in the elementary schools coupled with the anti-union seminars.

The employers have not stopped there. They now have developed anti-union pitches for cassette tapes. A friendly and persuasive voice explains how to combat a threatened unionization of a plant (plays a few seconds of such a tape).

The employers and their union-busting pals also are putting out manuals that start out, for instance, by noting that there is an approximate 40 percent increase in cost factors when a company's workers go union.

This is material we can use successfully in organizing when we share it with the wage earners.

What I want to stress to you is that we can no longer guess what the employers are trying to do to us.

If we're going to have the war—whether we like it or not—then we better understand what the rules are about in that war and what we are dealing with.

We can no longer hope that we will get lucky as we used to do many times in organizing. There will be no lucky organizing victories in the next five years. There will only be hard, ground-out fights.

This is an employer's anti-union "24-hour speech" (holds a copy aloft). Rather than read the whole thing, I'll read just enough for you to get the feeling. You've all had experience with this speech given to people you're trying to organize. It starts like this:

"There's been a lot of things happening in the last few weeks that have caused a lot of concern to us all. I would like to chat with you for the next few minutes and perhaps I can clarify some questions you may have and be able to express to you what is the general condition of the company at present.

"I would like to read part of the information that I am going to present to you today; that is only because it is very specific information and by law must be presented in a manner that will not be misunderstood by any of you as employees. I should at this time hasten to state that my discussion with you today is in no way to be interpreted as affecting your right to join a union or any other outside organization. . ."

Unfortunately for that employer, the material he read that morning came from a packet, "Special Offer on Union Election Anti-Union Materials."

The packet contained the "Vote 'NO' " pin, a description of what a boss can guarantee and cannot guarantee, the sample payroll envelope showing a false loss in union dues for the month—we've all run into this—and finally the 24-hour speech.

What the employer did not know was that we had written for that packet and got the speech.

We got it. And in this case, it happened to be the same speech.

We handbilled what the employer was going to say about 20 minutes before he gave the speech, and the man's credibility dropped to zero with the workers he was trying to convince. We won the election and we gained a labor contract.

These are ways in which you can beat the anti-union employers all over the country.

I would urge you, in addition, to get the magazines the employers are reading on subjects like personnel, collective bargaining goals of management, how to evaluate union negotiators, etc.

For example, from "Supermarket News" I learned recently that in 1981 Safeway plans to take a much tougher stance in union negotiations.

You have to make a real effort at getting the information so as to be able to communicate with working people. Read the stuff; prepare yourself for the real war that's out there every single day now.

We must get back into that movement politically, economically and spiritually to make sure that the labor movement survives for the years to come and provides that most important thing:

That the Teamsters Union grows and is recognized as the finest union in America so we can continue to make an impact and increase the quality of life and standard of living for our members.

FITZ GOES TO WHITE HOUSE FOR POLICY SESSION



VISITING the White House on February 10 for a policy review session with President Reagan was a delegation of union leaders, which included Teamsters' General President Frank E. Fitzsimmons, who also was a guest at an earlier breakfast with the President.

Reagan had asked for the meeting to apprise the labor leaders about prospective budget cuts being planned by his administration, to assess their views on the economy, and to enlist their aid in the battle against inflation.

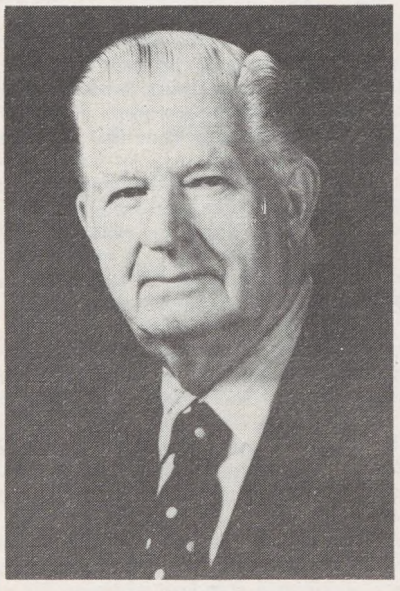
Included in the meeting, in addition to the Teamster leader, were Sam Church, president of the United Mine Workers Union; Douglas Fraser, president of the United Auto Workers Union; and Lane Kirkland, president of the AFL-CIO.

While labor leaders listened with open minds to details of the Reagan plan for righting our economy, all withheld judgment and comment at the end of the session, until they could better assess the impact of the changes being proposed.

Reagan administration officials, prior to the meeting, had assured Americans that no budget cuts would come in areas considered vital, namely those of: Social Security's basic retirement benefits, the Medicare program, the Supplemental Security Income program for the blind, disabled and elderly poor, benefits to disabled and elderly veterans, the free school lunch program, and the summer jobs for youth program

Organized labor, including the Teamsters, will be watching other budget cuts proposed closely and fighting to minimize the sacrifices asked of working men and women.

TEAMSTER LEADER HONORED BY LITTLE CITY FOUNDATION



Ray Schoessling

RAY SCHOESSLING, general secretary-treasurer of the International Brotherhood of Teamsters, will be honored this month by the Little City Foundation in Palatine, Ill., for his philanthropic work with handicapped youngsters.

At a testimonial dinner in his honor on Sunday, March 8, 1981, Schoessling will receive the national "Spirit of Love" award—Little City's highest honor for charitable endeavors on behalf of the handicapped.

IBT Vice President Louis F. Peick, dinner chairman, and William Joyce of Local 710, Little City fund-raising chairman, planned the testimonial tribute to the Teamster, along with Alec Gianaras, president of Little City Foundation. Honorary chairman for the event is IBT President Frank E. Fitzsimmons, principal speaker at the dinner, who was the first recipient of this prestigious national award.

The award from Little City is intended to focus public attention on the national problem of mental retardation, as well as honor Schoessling, who has earned the gratitude of the entire national community by helping provide leadership to efforts designed to give hope and self-respect to all who suffer from disabling handicaps.

On testimonial night, Little City officials, Teamsters and other union and business leaders and community-conscious individuals will gather, knowing that their attendance at this function, in addition to honoring a Teamster leader, also makes it possible for handicapped youngsters, who might otherwise be unable to enter Little City, to live, learn, work, enjoy life and become productive to the fullest extent of their abilities.

Hannah

THERE WERE NEARLY 50 women in the meeting. Most of them, like Hannah Holzer, were interested in the idea of unionism. A few seemed unconvinced, sitting with their arms crossed and listening without facial expression.

The speaker was an organizer from Teamster Local 995 in Las Vegas, Nevada. The year was 1970 and the union was only two years old. Local 995 was hungry for new members. So the meeting was arranged for people employed in the auditing offices of the Stardust Hotel.

Hannah Holzer, a little woman nearly 60 years of age, knew the Teamster organizer had a tough challenge. She considered him a friend and sympathized with his problem. She had worked with him at another hotel years earlier. Also, Hannah once had been a member of the Teamsters back in New Jersey. So she pledged her help in the organizing campaign at the Stardust.

Both the organizer and Hannah agreed that office workers in Las Vegas might be difficult to sign up. The gambling capital of America had a way of beguiling the human spirit. 'Vegas was so garish with neon-lit casinos, big name entertainment, and the ever-lasting dream of fast winnings that the glamour clouded the mind's reason.

Hannah also was aware, like anyone else who worked in 'Vegas for any amount of time, that tourists were not the only people who came to the casinos with hope of making a killing at blackjack, craps and roulette. The wage earners of 'Vegas, too, had visions of big money. Fully half the working people gambled at least once a month. Many gambled every payday. For some of them, luck was a way of life.

As paymaster for the Stardust, Hannah Holzer was familiar with the workforce in the offices. Most of the employees were women and ranged from the very young to the much older. Some were married with financial problems. The single employees had the same problems but to a lesser degree. Las Vegas, for all its high action, was a city tuned to gratuity and low pay.

Everybody wanted and needed more money, Hannah stressed, when she talked with the girls in the various offices. She reminded them that casino managements were no different from managements anywhere else in America:

"They don't like people earning too much money."



HANNAH WOULD CONTINUE: "The union will change all that. Not only money-wise, but if you get into the union, it will protect you. Some of the people will goldbrick, sure—they're the same ones that goldbrick now—thinking that whatever they fail to do, the union will handle it. But that's not the way it works. The way it works is that you're going to get more money if you do the job."

So it was that Hannah Holzer doggedly served as one of the in-house ringleaders of the organizing campaign. She had been at the Stardust 10 years, was experienced

and competent in her work, and had confidence in the people at Local 995.

The Stardust management reacted predictably early in the organizing campaign. The bosses, led by the comptroller, tossed a party in the casino's showroom. The clerical workers from auditing, the sales department, and the purchasing and food departments all were invited to attend. Once there, they were fed drinks and then heard a long recital of management reasons why the employees should not join the Teamster affiliate.

Altogether, the organizing campaign continued for six months. Now it had come down to a final meeting to hear the Teamster representative. It was a typical session as the employees reiterated their fears and frustrations when encouraged by the business agent.

The comments revealed that a majority of the people, like Hannah, strongly favored the union. They were all adults, however, and everybody understood that nothing is for granted in Las Vegas. The talk see-sawed back and forth; the danger of boredom appeared.

There came a magical turning point in the meeting. One of the women in the food department mustered her courage and arose to complain about something that had irritated her a long time. It happened that her desk was located in a tiny alcove near the kitchen. The culinary workers had turned her alcove into a pantry, stacking the bread about her. The woman described her bread-lined office in detail and declared plaintively:

"They - got - the - bread - falling - on - my - head - and - I'm - sure - that - if - the - union - gets - in - they're - going - to - see - that - doesn't - happen - anymore - and - I'm - sitting - cramped - and - nobody - wants - to - do - anything!"

Everyone was laughing when she sat down. The laughter welded the group together. Teamster Local 995 won the representation election by a strong majority.

The first contract provided large pay hikes—Hannah's income, for instance, increased 20 percent—along with other standard Teamster benefits for all.

ONLY A COINCIDENCE—Hannah Holzer began her work career and ended it in the company of big money, always as one of the counters, collectors or dispensers of that money. The middle years were mostly a time of struggle.

A native of Bayonne, New Jersey, Hannah graduated from the East Rutherford High School in 1929. By the accident of time of birth, Hannah commenced her work career at the beginning of a period in America which historians now call "a decade of enormous political and economic transformation"—the 1930's.

She got her first job in a bank in New York City. Without any skills, Hannah was assigned to the crew preparing bank statements that were mailed with cancelled checks. Eventually, Hannah learned bookkeeping —she always felt a great need to learn every part of the job in an office—and worked her way up to $20 a week. The employment seemed secure to Hannah. What could happen to a bank?

The world's credit system began its collapse in the spring of 1931. Originating in Austria, the panic spread to Germany and then to England. To save itself, England went off the gold standard; every nation still on the gold standard felt a shuddering financial shock, including the then archaic banking system in the United States.

In September and October of 1931, American banks bankrupted at the rate of more than a dozen a day. By the beginning of November, 827 banks in America had gone down the financial drain, taking everybody's savings with them. One of the victim banks was Hannah's employer.

Hannah and her brothers and sisters, like millions of other Americans, found themselves jobless and adrift in the opening months of the Great Depression. After much effort, Hannah Holzer found work as a saleslady in a ladies millinery shop. They paid her $9 a week. A couple of years later, she got a counter clerk job at a



five-and-dime store. Same rate of pay.

Everything seemed like a dead end. The years passed and Hannah paid a fee to enroll in a night school class to learn how to operate a Comptometer. The Comptometer was a revolutionary new office invention of the times; it could add, subtract, multiply and divide—an ideal instrument for payroll work.

But economic changes came slowly through the 1930's for nearly all Americans. Finally, by 1941, Hannah Holzer managed to find work where she could use her Comptometer knowledge: The Janssen Dairy located on the edge of Passaic, New Jersey.

It would lead to her introduction to the Teamsters Union.

HANNAH'S WORK in the Janssen office included receiving collection money from the driver-salesmen, doing the bookkeeping and figuring the payroll. The payroll was complicated because it involved the drivers' base pay, commission and refunds on glass bottles.

She liked the job and the people. Everyone employed by the dairy, including the production workers, belonged to Teamster Local 680 of Newark, New Jersey; everyone, that is, except Hannah and the other woman working in the office. Later, the office staff would expand to four employees.

In those years, unions gave little time to organizing office workers. It was not until the postwar period that organized labor realized the potential. In 1945, the Teamster drivers at Janssen went on strike after weeks of trying to negotiate a new contract to succeed the expired agreement.

In the course of the dispute, the Local 680 leadership decided to organize the Janssen office workers. At the time, Hannah was earning $50 a week; she joined the union nevertheless as did the other ladies in the office.

The strike settlement came after two weeks. The new contract provided retroactive pay of $8.50 a week for the driver-salesmen. The negotiators also won the same backpay for the women working in the office. Hannah collected about $250. It sold her on the value of the union.

Hannah began attending the Local 680 meetings and enjoyed them. Years later she would say, "It was just like one big happy family." Unions were more social then. Television had not yet sunk its fangs into the leisure time of working people.

After 10 years' employment at Janssen Dairy, Hannah decided to leave her job. The company kept switching office managers and the policy would change, sometimes negatively. The latest manager seemed to dislike women workers. The driver-salesmen gave Hannah a going-away gift when she quit in 1951.

She moved to the offices of the Magor Car Company in Clifton, New Jersey. Magor manufactured freight cars. The payroll was intricate but Hannah used the Comptometer well and got the task done. She also did cost accounting.

In 1954, Hannah Holzer became restless. She decided she wanted to move west. She had full confidence in her ability to find a good office job. She had become expert in operating the new 3100 machine created by the National Cash Register Company.

Following a brief visit with friends in California, Hannah ricocheted to Las Vegas, a small city of 45,000 people. She liked the place even though a lot of the streets were unpaved then.

CASINO HOTELS IN 'VEGAS had mastered a decade of crawling and a decade of walking. Now they were running into a boom as the mid-1950's came up on the calendar. The more progressive companies were starved for office help who could conquer the NCR 3100.

That was Hannah. Forty-three years old and very proficient, she got a job at the Sands Hotel as assistant paymaster almost the instant she arrived in town. It didn't take long for other office managers to hear about her. Soon the new Fremont Hotel hired her away from the Sands and put her in charge of the payroll. Hannah stayed at the Fremont until 1960. Then she moved over to the blossoming "strip" of luxury hotels.

The Stardust and Desert Inn were mutually owned at the time. In the next several years, Hannah switched back and forth between the two hotels as they alternately improved their office systems. Ultimately, Hannah trained in computers and learned other new, advanced machinery used on the payrolls. The payroll task was out of the ordinary. It involved 3,000 or more people per hotel. Finally, Hannah settled in as paymaster at the Stardust following a split in the ownership with the Desert Inn.

By now, land values and gambling profits on the "strip" were setting records every year. The Las Vegas population continued to grow and by 1970 neared the 200,000 mark. That was the situation when Hannah rejoined the Teamsters Union.

A couple of years later, Hannah Holzer realized she would never return east, that she had become a permanent resident of the Nevada city. She purchased a house. Later, a sister came to live with her.

When Hannah decided to retire in 1977, she was 66 years old. She had spent 23 years working at the core of the greatest casino complex in the world—in the eye of a money whirlwind.

* * *

JOB PROTECTION *is one of the main benefits of unionism in the eyes of the retired Hannah Holzer. Always outspoken, sometimes even feisty, Hannah survived her years of work because she did the job as well as it could be done.*

She tolerated no nonsense at work. She learned early there is little room for foolishness when grappling with payroll figures. Such industry can sometimes be abrasive to certain kinds of managers; so Hannah greatly appreciated job protections in the Teamster contract.

Today Hannah is doing well on her Western Conference of Teamsters pension and Social Security income. She limits her physical activity because of a misbehaving heart and high blood pressure. She continues to enjoy music, entertainment and sports but only as a spectator. Keeping in touch with old friends, clear back to 'Jersey days, is a special joy for her.

"The Teamsters Union has been great for all the increases it got us along with the benefits through the years," says Hannah.

She prefers to emphasize the other point, however: "I believe people need a union to protect them. Many times a person will have a job but the boss doesn't like them and so they will get fired. But a union will go to bat for them and get them reinstated."





Above, a group shot of Michigan's finest—policemen and women, that is! Participants at Local 129's seminar enjoyed role-playing in the mock arbitration session.

Above right, Local 997's brewery stewards learn how to keep their co-workers busy bubbling up the brew instead of behind an arbitration table.

MORE SUCCESSFUL STEWARDS' SEMINARS



CRISSCROSSING the country in recent weeks, members of the Teamsters' Research and Education Department conducted three informative seminars for stewards of IBT affiliates.

Largest of the three was the two-day program conducted for police officers affiliated with newly formed Teamster Local 129 in Flint, Michigan, who attended a stewards' program convened in Traverse City.

Program materials and content for this seminar were structured by the IBT department to apply the labor relations rules unique to these Michigan state employees. More than 100 police officers attended the program.

Chartered in August, 1980, Local 129 formerly was the Law Enforcement Division of Teamster Local 214 in Detroit. Through the efforts of IBT Vice President Robert Holmes, and Local 214 President Joe Valenti, the law enforcement officers of Michigan were granted a separate charter of their own last year.

Local 129's jurisdiction spans the state of Michigan, encompassing approximately 1,600 officers in about 100 police departments, sheriff's departments and public safety units throughout Michigan.

Conducting the class sessions, designed to get the stewards actively involved with their roles as stewards and in grievance handling, were IBT Director of Research and Education Art Kane, and Coordinator of Labor Education Programs and Materials Sally Payne.

Since arbitration is the final step in the grievance procedure for police officers in Michigan, mock arbitration hearings were conducted during the program. Stewards actively participated in preparing and presenting a grievance to arbitrators. Also included in the program was viewing of a two-part film on bargaining for state employees.

Jim Allen, secretary-treasurer of the local, welcomed the participants and issued graduation certificates at the end of the program.

ELSEWHERE in the country, stewards from Teamster Local 538 recently attended a workshop for stewards convened late last year in Butler, Pa., by Research and Education Department staffer Martin Flaherty.

Participating in the day-long session were officers and stewards of the local, all of whom enjoyed the informative session on the bargaining process. At the conclusion of the program, which concentrated on arbitration techniques, stewards were presented with Teamster briefcases. The men also received belt buckles, while the women who participated received plaques of recognition for their efforts.

Receiving "certificates of achievement" at day's end were participants: Raymond H. Baker, secretary-treasurer of the local; along with members Paul Foust, William O'Dell, Percy Hans, Bill Kemp, Jim Adams, Margaret Miller, Edith Beck, Shirley Dapper, Melvin Culley, Ken Vail, Frank Slabodnik, Barry Phythyon, Jim Hoover, John Collar, Tom Miller, Harold Swigart, Jim Watson, Tom Smail, Harvey Meckley, Stanley Fox, Bob Lockhart, Richard Sharkins, Edwin Bowser, Joe Mogle and John Gabler.

STEWARDS employed by breweries in the Fort Worth, Texas area attended a third seminar conducted by the IBT department recently.

Ralph Wood, president of Teamster Local 997, welcomed the stewards and introduced the instructors from the International Union's research and education department.

Stewards participated in a number of class activities tailored especially for the brewery industry.

In a true demonstration of union loyalty, some stewards attended the program, even though they were on layoff from their jobs.

At the conclusion of the seminar, President Woods conducted a graduation ceremony.

FOR Kenneth W. Olson, no other job in the world holds the lure that driving a truck does. Olson's 42-year love affair with his job is evidently reflected in his work, since the St. Paul, Minn., Teamster Local 120 member was recently selected Driver of the Year over 36 other competitors in the annual competition sponsored by the American Trucking Associations, Inc.

This Teamster has transportation in his blood. "My father was one of the first bus owners in Minnesota and he ran a garage business in Kandiyohi. I started driving a truck professionally at the age of 15," he notes. And he's been at it ever since.

A driver with Murphy Motor Freight Lines, Inc. of St. Paul since 1950, Olson has driven more than four million miles so far in his 42-year career; he doesn't plan to retire any time soon, either. "I'd hate to feel chained to a desk," the 57-year-old Teamster veteran explains about his lure to the highways. Not even the fact that he "goes to work in the middle of the night most of the time" can diminish driving's appeal.

Olson was selected for the top truck-driving honor by a three-judge panel which, in addition to evaluating his overall driving record, interviewed him. They were as much impressed by two separate incidents that tested the Teamster's mettle, as they were by his many safe driving awards and his long accident-free driving record.

The most recent incident took place in January, 1980, when Olson suddenly found himself in a life-threatening situation. A truck passing him on I-94 near St. Cloud, Minn., suddenly experienced a front tire blowout as both trucks approached an overpass. As the driver lost control, the disabled truck swerved into Olson's lane, hitting the midsection of his trailer on the right side. The astute Olson gripped the steering wheel for all he was worth, knowing that if he lost control, both trucks could plunge off the overpass. The trucks finally were able to brake to a stop, with neither driver hurt. Olson, for his heroism and quick-thinking, received a special commendation from Minnesota Governor Albert L. Quie.

Another incident in which Olson was involved happened early in his driving career. In 1944, while driving in Minnesota, he came upon a burning farmhouse. Stopping to alert neighbors, Olson learned that a baby girl was in the house. Hearing this, he ran inside, grabbed her from her crib and made his way out through the flames. The Teamster was so modest about the accomplishment he wouldn't even accept a free dinner offered by a nearby restaurant.

Just as amazing is the fact that the Teamster's long safe driving record stands unblemished by a preventable accident, despite some close calls on the highway during his career.

Olson remembers one incident during his livestock hauling days before he joined Murphy. "One winter day, I came over the rise of a hill and I could see that the road ahead was covered with ice. My load of hogs and cattle wasn't well balanced. I could feel them moving about in the trailer," he says. "To this day, I don't know



PRESENTING DRIVER OF THE YEAR



TEAMSTER KENNETH OLSON



how I made it down that hill without tipping over."

The incident taught him one thing. Even today, his worst natural enemy is "black ice," his term for a thin layer of ice that deceptively makes the road surface appear dry.

Olson marvels at the changes wrought in the trucking industry during his four-decade career. "When I started out, there was no such thing as an 'hours of service' requirement," the Teamster notes. "You simply pushed your body to the limit of your endurance."

Highways, too, have improved in that time, and Olson says the design and reliability of trucks today makes driving more enjoyable. "Some of the older trucks had vacuum brakes and a driver always had to wait until the vacuum built up before he could start his run. God help you if you had to stop suddenly."

Seniority at Murphy Motor Freight allows the Teamster his choice of runs and he usually favors the route between St. Paul and Fargo, North Dakota. Going along those highways, he sees a lot of driving that rankles him. Noting that most drivers "take too many chances," Olson cautions other truckers and motorists not to be lulled into a false sense of security by a routine "because that's just when the unexpected is likely to occur."

He is particularly concerned about the downsizing of automobiles and how that affects drivers' judgment. "Cars today may look big with plenty of steel and chrome, but in most cases their engines are underpowered. What I frequently see happening is small car drivers misjudging how long it will take for them to pass an 18-wheeler," Olson observes.

Educating truckers and motorists about safe driving practices and sharing the road with all types of vehicles will be the Teamster's top priority as Driver of the Year. A believer in the principle that you're never too old to learn, he has taken numerous company-sponsored safe driving courses and was recently honored with a patch and pin from the National Safety Council in recognition of his 30 years with the company. Sewn on the shoulder of his jacket is a membership patch in Murphy Motor Freight's coveted "Two Million Mile Club."

One thing that riles Olson is the "cowboy-like image" of truckers depicted today by television and films. Olson says the vast majority of his compatriots are "professional businessmen who realize they are entrusted with thousands of dollars worth of cargo.

"A driver who doesn't practice defensive driving, and as a result endangers himself, his rig and other vehicles is likely to soon be without a job," he notes.

Olson admittedly loves his profession and wants its image well-maintained. His tractor seems as much a part of the family as his wife and 16-year-old daughter. Since he uses the same piece of equipment, "I try to keep my tractor in top operating condition," this professional notes, "and I can tell from the sound it makes whether everything is okay."

Olson is lucky at home, too. His wife, Lucille, and daughter, Catherine, understand his love for trucking and are supportive and understanding when he must be away from home. Perhaps they know that his only other true love is the cab of that tractor-trailer of his.

IN AUGUST, 1979, Peter Camarata and Jack C. Vlahovic filed suit in Federal District Court in Washington, D.C. against the International Union, Frank E. Fitzsimmons, Ray Schoessling and the editors of the *International Teamster*, alleging that the magazine had discriminated in favor of and against certain candidates in violation of the Landrum-Griffin Act and seeking an injunction to require the *International Teamster* to carry in future issues articles which publicize the plaintiffs' political activities.

On September 24, 1979, the Court dismissed the lawsuit in its entirety and found that the magazine did "not discriminate in favor of or against any candidate for office in the International Union's 1981 election."

The Court also held that the "plaintiffs have not participated in any newsworthy, non-political activities which merit coverage in the I.T."

The Court also denied plaintiffs' request for a "nationwide mailing at Union expense of plaintiffs' campaign literature and the inclusion of such literature on the basis of equal space and prominence in future issues of the I.T."

Camarata and Vlahovic appealed this dismissal to the U.S. Court of Appeals in Washington, D.C. After the submission of briefs and within one week after oral argument, the Court of Appeals on January 21, 1981, affirmed the dismissal of the lawsuit without an opinion.

EVEN PRESIDENTS KNOW IT'S BETTER TO SHIP BY TRUCK!

PRESIDENTIAL administrations come and they go, but the business of government goes on, and so, too, does the work of Teamsters Union members.

Members of Teamster Local 391 from Greensboro, N.C., were recently tapped to form a convoy to carry 19 truckloads of personal goods for President Carter from the White House back home to his native Georgia.

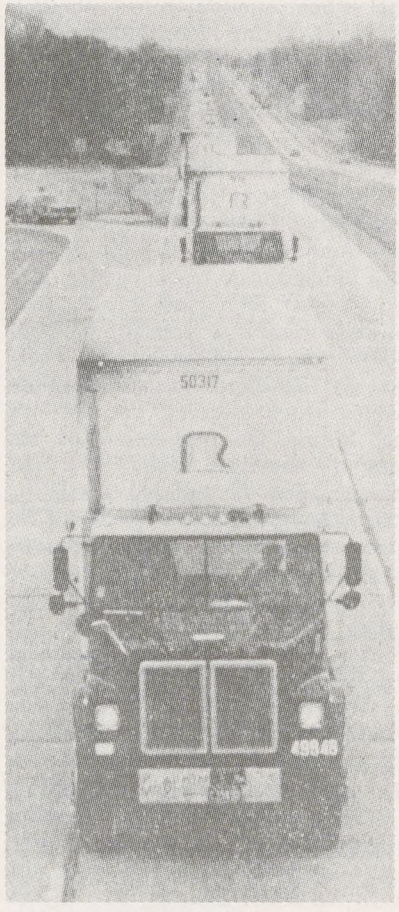
As the President accompanied President-elect Reagan to the Capitol on Inauguration Day for the swearing-in, Teamster drivers from Roadway Express had already converged behind the White House to begin the long trek from Washington to Georgia with Carter's possessions.

As far as the eye could see, the large tractor-trailers formed a prestigious convoy: doing personal service for a president and producing a monumental bottleneck for passing motorists at the same time.

Nineteen members of the North Carolina local journeyed to Washington, D.C., to begin the haul; at Roadway Express's relay terminal in Kernersville, N.C., other Teamsters moved into the tractor cabs to finish the trip back to Georgia with the load of papers and other personal items for the President.

Heavy security detachments accompanied the convoy as it traveled. A state police escort also was on hand to ensure that the load made it safely back to Georgia without accident or incident.

And when it was over, Teamsters had proven once again that when it comes to driving, they are the best drivers going down the pike. The goods got there on time, all together and in great condition. Teamsters really deliver.



TEAMSTERS,

PLEASE DON'T LET THE BUNNY PASS YOU BY!

10th Anniversary

☆Easter Seal Telethon



Hosted by
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PAT BOONE

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SATURDAY-SUNDAY MARCH 28-29

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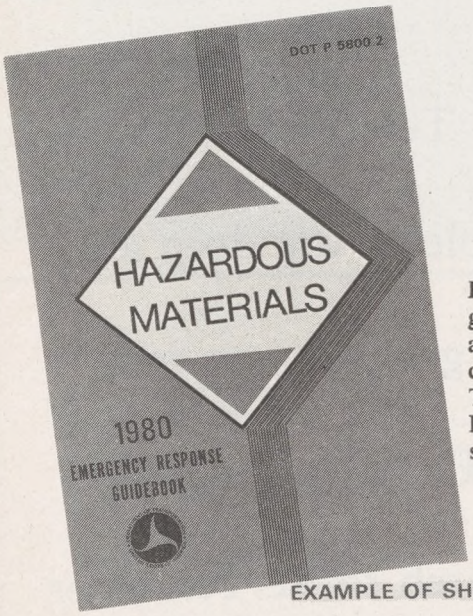
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IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health



GOVERNMENT PUBLISHES CONCISE GUIDE TO HANDLING HAZARDOUS SUBSTANCES

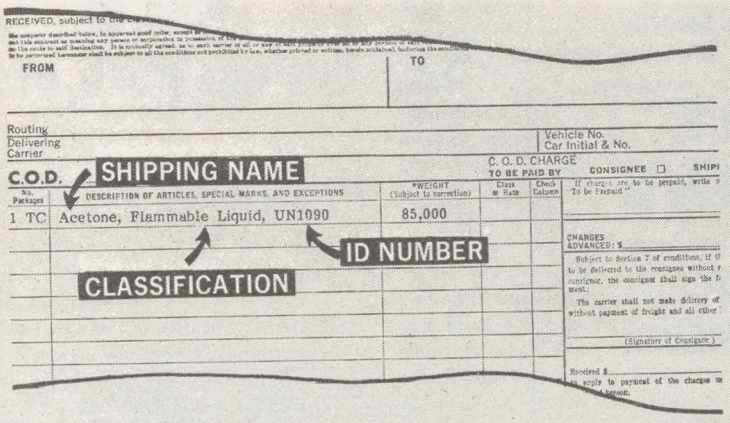
IN AN effort to aid drivers and emergency personnel in dealing with hazardous materials transportation accidents, the U. S. Department of Transportation has published the first Hazardous Materials Emergency Response Guidebook.

The guidebook is divided into three sections. The first two list, in alphabetical and numerical order, the more than 1,700 hazardous materials which DOT regulates. The last section contains a technical guide detailing the steps to be taken in the event of an accident, fire, spill or leak. Also included is a table of isolation and evacuation distances.

For example, say a tanker carrying hazardous material "2023" is involved in an accident and has started to leak its cargo. Police and fire department personnel arriving on the scene could find the UN or NA identification number of either the side of the vehicle or on the shipping paper. Then, by turning to the guidebook, they would find that the chemical name is "epichlorohydrin," and by looking under Guide 30, the emergency response team can find the health, fire and spill hazards the chemical poses, what action must be taken, and how to administer first aid. The entire process can be done in a matter of seconds. And in a hazardous materials incident, those seconds can mean the difference between an unfortunate accident and a major disaster. Single copies of the bright orange guidebooks are available from:

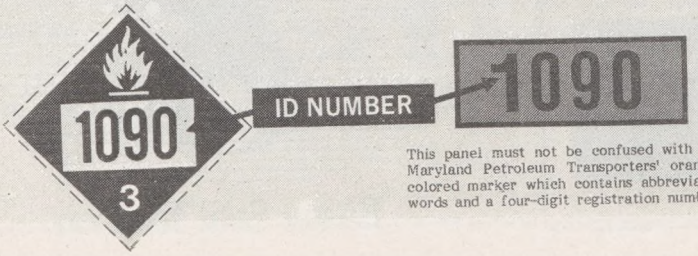
U.S. Department of Transportation
Research and Specific Programs Administration
Materials Transportation Bureau
Information Services Division DMT-11
Washington, D.C. 20590

EXAMPLE OF SHIPPING PAPER



EXAMPLE OF PLACARD AND PANEL WITH ID NUMBER

The Identification Number (ID No.) may be displayed on placards or on orange panels on tanks. Check the sides of the transport vehicle if the ID number is not displayed on the ends of the vehicle.



This panel must not be confused with the Maryland Petroleum Transporters' orange-colored marker which contains abbreviated words and a four-digit registration number.

PROTECTION FOR WORKERS

NEW LABOR STANDARD COULD PREVENT HEARING LOSS

THE U.S. Department of Labor has promulgated a hearing conservation program to increase protection for an estimated 5.2 million American workers currently exposed to high levels of noise in the workplace. The new standard is the result of several years of research, study and a long succession of hearings in which Teamster representatives participated.

Former Assistant Secretary of Labor Eula Bingham, head of the Occupational Safety and Health Administration when the new standard was released, said that the program requires hearing protectors, exposure monitoring, audiometric testing and training for all workers exposed to occupational noise equal to or exceeding an eight-hour average of 85 decibels. The standard does not apply to construction or agricultural workers.

"The primary benefit of the program, of course, will be a substantial reduction in the incidence of occupational hearing impairment in the population exposed to workplace noise," Dr. Bingahm said.

"Additional benefits anticipated include improved workplace safety, reduced absenteeism, reduced medical costs, reduced workers' compensation payments, and a possible reduction in cardiovascular illness.

"The range of health, safety and financial benefits, and the magnitude of their favorable impact on the quality of life for U.S. workers serve to fully justify this program."

The hearing conservation program was promulgated as an amendment to OSHA's current noise standard and is the outgrowth of a proposed revision to the noise standard originally published in 1974.

"Under ideal circumstances, the agency would have issued a complete standard at this time specifying the permissible noise exposure level and required methods of compliance," Dr. Bingham said.

"However, analysis of the public record, including a protracted public hearing record, reveals information gaps in the area of extra-auditory physiological effects of noise and also in the areas of economic and technological feasibility of noise control measures."

A great part of the public hearing record referred to by Dr. Bingham was produced by IBT Safety and Health Department testimony. In 1975, at the beginning of OSHA's rulemaking, IBT Safety and Health Director R. V. Durham testified at great length on the proposed standard. With him was Dr. Larry Royster of the University of North Carolina, a highly respected audiologist.

The IBT testimony is quoted extensively throughout the preamble of the new standard, lending support to OSHA's conclusions. For example, Durham's entire comment on employer responsibility for purchasing hearing protectors was reprinted in the preamble and cited as the basis for the Agency's determination that the employer must bear these costs.

A regulatory analysis of the hearing conservation program by OSHA concluded that the annual cost of compliance with all its provisions would be about $53 for each of the more than five million workers covered. After adjustment for some of the compliance activities already taking place, the total costs were estimated at $254 million per year (as measured in current dollars).

The maximum permissible worker exposure limit remains a time weighted average (TWA) of 90 dB. However, the 85 dB level was chosen for application of the hearing conservation program because major hearing loss studies show it as the level where risk of material impairment becomes fairly significant (10 to 15 percent) for those exposed. At 80 dB the risk was from 0 to 5 percent; at 90 dB from 21 to 29 percent.

Under the hearing conservation program, employers must make hearing protectors available to workers exposed to noise above a TWA of 85 dB, although use of the protectors remains optional unless the worker experiences a permanent significant shift in his or her hearing level. Employers must assure that hearing protectors are worn by all employees exposed to a TWA of 90 dB or greater.

The employer must also provide a variety of hearing protectors, provide initial fitting, training in the use and care of these devices, and assure that such protectors reduce exposure for all workers at least to a TWA of 90 dB.

Other highlights of the program:

—Monitoring and measurement requirements including initial determination for employees exposed to a TWA of 85 dB or more; periodic measurements (within 60 days for new employees and at least every two years for others); new exposure measurement within 60 days of any change in process, equipment, or personnel assignment which may result in new or additional noise exposure to a TWA of 85 dB or greater; employee notification of measurement results within 21 calendar days, and observation of monitoring by an employee or employee representative.

—Audiometric testing program including an audiogram annually to detect shifts in hearing levels; a review of the audiograms by an audiologist, ear specialist, or a qualified physician in their absence; and various actions such as retesting, re-evaluation of hearing protection, counselling and referral to a physician if a significant shift in hearing threshold occurs.

—Access to information and training materials including copies of the new OSHA standard, any informational material provided by OSHA to the employer on the amended noise standard, and all material on the employer's training and educational program.

The new standard takes effect April 15, 1981, with various aspects being phased in over the next few years.

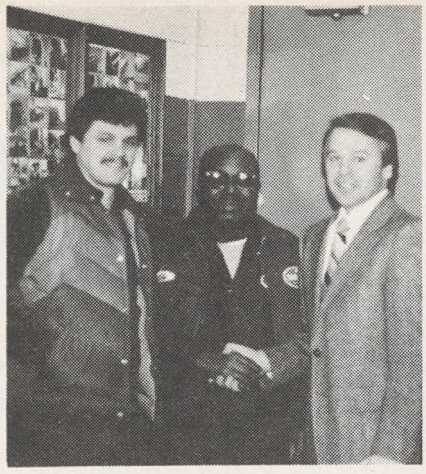
Copies of any portion of the record may be obtained from the OSHA Docket Officer, Docket No. OSH-11, Room S-6212, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C., 20210.

ACTIVE IBT LOCALS

WORCESTER, MASSACHUSETTS

Local 170 Member Retires After 35 Years

Randy Allen, a longtime member of Teamster Local 170 in Worcester, Mass., retired recently after 35 years on the job. Throughout that period he worked for Sweet Life Food Company, all the time serving as one of the union's most loyal members. The union couldn't let Allen fade away from the active scene without grabbing him for a photograph. Shown with Allen (center) are Carl Gentile (right), Local 170 business agent, and Ronnie Spring, shop steward at Sweet Life Food.



BUFFALO, NEW YORK

More Teamster Aid To Quake Victims

On hearing of the plight of earthquake victims from the disaster late last year in Italy, Italian groups around the country moved to offer their assistance. One of these was Niagara Frontier Lodge 2407 of the Sons of Italy of America, which immediately swung into action to collect donations of clothing for the victims.

The plea went to every church, police station, fire house and warehouse facility in the Buffalo area and encompassed many surrounding areas of western New York. The drive was a huge success, with clothing valued in the millions contributed to the effort.

Then the question became how to transport all the clothing to one central area to prepare it for shipping to Italy. Mariano Lucca, head of the lodge, turned to the best—the Teamster locals in the area—for help.

After acquiring permission to use the 174th Armory in Buffalo, Lucca asked Teamster Locals 449 and 375 of Buffalo, to assist him.

Business agents of the two locals —Joseph Aronica of Local 449 and Charles David of Local 375—set about acquiring truck donations from Maislin Transport, Boss-Linco, Roadway Express, Consolidated Freightways, Schuster Express, Interstate, Oneida, Ryder-Ranger, Chief Motor Lines, St. Johnsbury and others. Members of Locals 449 and 375, assisted by Teamsters from Local 210, Boy Scouts and terminal managers, then began the monumental task of gathering all donations into the armory, volunteering their weekends to do so.

From there, the clothing donations were packed for shipment to Italy in drums donated by Continental Forest Ind.

In addition to giving their time and energy, Teamsters and others involved in the relief effort also solicited dollar donations to aid in the rebuilding effort now underway in Southern Italy.

Funds donated were being deposited to a special locked box, with the only key held by the Marine Midland Bank of Buffalo. The funds, being held in an interest-bearing account at the bank, will be used to help rebuild a school or church in Italy or for some other worthwhile cause. Donations (checks or money orders only) were being mailed to: Italy's Earthquake Fund, c/o Sons of Italy, Lodge 2407, Earthquake Relief Fund, P.O. Box 456, Buffalo, N.Y., 14240. Donations were requested to have a return address of the donor, since all envelopes were being stamped and returned with the bank entry on them, along with a letter of thanks.

Area Teamsters can take pride that they are participating in such a humane gesture on behalf of the unfortunate people who suffered so much from the quake disaster.

NEW YORK, NEW YORK

It's Off to China For Teamster Officer

For William F. Genoese, secretary-treasurer of Teamster Local 732 and Teamster Pan Am committee chairman, the chance to fly to mainland China on the inaugural flight of Pan American World Airways to that country was a remarkable opportunity. Not only did he travel the country, but Genoese also was afforded a rare chance to study working conditions and the political activities of workers while there.

Genoese met wth Leonard Woodcock, former head of the United Auto Workers and U.S. Ambassador to China. They discussed the labor picture in China and what lies ahead for China's working people. Woodcock and Genoese are old friends, having worked together in a number of past campaigns. Genoese also conveyed to Woodcock greetings from two other labor veterans—General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling.

Genoese flew to China on Pan Am's inaugural flight of the China Clipper, which reopened service to the Asian country after a more than 40 year lapse in service.



Here, Genoese (right) greets Ambassador Woodcock during his visit to mainland China.



WAYNESBORO, PENNSYLVANIA

Teamster Receives Backpay Award With Local's Aid

Arlen (Alvin) Reed (right), a member of Teamster Local 32, is shown receiving a backpay award in the sum of $7,051.76 from Local 32 President David J. Goodreau. After Reed was discharged by his employer, the Landis Tool Company of Waynesboro recently, his local went to bat for him and succeeded in winning the grievance it filed. In addition to backpay, Reed was reinstated to his job with full seniority.

NEW YORK, NEW YORK

Teamsters Help Brothers Have a Happy Holiday

It's bad enough having to go on strike during a company organizing campaign, but when workers are on those lines during the holidays, things really get rough.

Knowing this, Teamster Local 917 members employed at Merchants Refrigerating Company in New York City recently took up a collection to help fellow Teamsters engaged in an organizational strike against Hernz Moving & Storage Company during the holiday season.

Here, Shop Steward Al Karr and Local 917 members Pat and Chris Keegan, representing the Merchants' employees, present some of the Hernz workers with the items collected, including a 25-pound turkey and a crisp $20.00 bill. Because of the concern and generosity of the men at Merchants, all the strikers at Hernz were able to have a happier holiday.





BOSTON, MASSACHUSETTS

Teamster Veteran Gets a Fond Farewell

When 30-year Teamster veteran John Kotcis retired recently from the Friend Lumber Corporation in Medford, Mass., some of his co-workers and union brothers got together for a retirement party in his honor. Attending the party were, in the front row: Tom Butler, Frank Corr and John Cockell; in the second row: Tim Riordan, retiree John Kotcis, Bob Hamilton and Paul Walsh, secretary-treasurer of the Teamsters' local, Local 379 of Boston; in the last row: Bob Sweeney, Earl Garland and Hugh McGonigle.

ACTIVE IBT LOCALS



HARRISBURG, PENNSYLVANIA

More Teamsters With The Holiday Spirit

Most of us never outgrow our love for Santa Claus, and that's especially true for Teamster Local 776 in Harrisburg, Pa., which annually throws quite a bash for members' youngsters and grandchildren.

Their 1980 party was a rousing success with more than 389 children and 200 adults in attendance for the festivities.

Goodies were the main attraction for the youngsters, of course, with each receiving toys and candy from none other than Santa Claus himself (who, by the way, just happened to be a Teamster). Although the grown-ups didn't get to join in the games, they did get to share the hot dogs and soda served as refreshments. Local 776 reports that a good time was had by all!



Above, some of the youngsters gather with Santa, while the young man at the right appears more intent on his shoes, than on telling Santa what he wants.

NEW YORK, NEW YORK

Local 272 Records Organizing, Bargaining Gains

Some 230 employees of two car rental agencies in the New York area came out big winners recently after contract negotiations resulted in many gains in benefits and wages.

Affected were 160 employees of Avis and 70 employees of National Car Rental System, both signatory to Teamster Local 272 agreements.

Under the provisions of the new three-year pacts, Avis service agents and bus drivers received pay hikes of $74 a week, while tiremen, greasers and leadmen obtained $80 weekly, as well as major increases in pension benefits, an additional paid holiday, payment for work shoes and time off for coffee breaks during their shifts.

The National agreement provided for wage increases of up to $64 weekly, increases in both welfare and pension contributions, shift differentials, an additional paid holiday, liberalized vacations, heavy winter gear during the cold months of the year, time off for coffee breaks, and bereavement leave in the instance of the death of either parent.

Meanwhile, on the organizing front, Local 272 recently gained representation rights for approximately 30 valet parkers at the newly opened Hyatt Regency Hotel in New York City. Plans are under way to organize similar workers at other newly opened hotels under the banner of Local 272 also, with strategy now being worked out with the Hotel Trades Council in New York City toward that end.

BALTIMORE, MARYLAND

Arbitration Case Upholds Workers' Work Rule Rights

Teamster Local 333 of Baltimore, Md., won a big arbitration case recently against Federal Yeast-Diamond Shamrock Corporation after a dispute over the elimination of one of the Teamster workers' work rules.

The dispute arose when the company attempted to cut the drivers' bid runs by eliminating the extra time that had been built into each run. Local 333 Secretary-Treasurer Bryan Griffin (center in this photo) presented the case for the local in arbitration, arguing that the extra hours on each run had become a condition of employment and could not be reduced under the maintenance of standards clause in the contract and established past practice.

The arbitrator ruled in favor of the union and awarded the drivers full compensation for lost earnings, an award that is expected to amount to in excess of $25,000 to be shared by the men.



Here Richard Pulkett (left), president of Local 333, and Shop Steward Jim Demetriades (right) discuss the arbitration award with Griffin.

COLLINGSWOOD, NEW JERSEY

Teamsters Go to Bat For Veteran Worker & Win

When a worker works as hard as she can to meet a production standard, but still fails to reach the target, whose fault is it? Should that worker be suspended, or worse, fired, for trying her hardest?

Those were key questions in a recent arbitration case involving a Teamster Local 676 member employed at CBS Records in Pittway, N.J.

The case arose when Teamster Bernadette Krips, a finishing department inspector, failed to meet newly instituted production standards at the New Jersey company, and even in the presence of warnings and other disciplinary actions, still fell short of the new productivity goals three months after they were introduced.

When Krips was issued a written warning, followed three weeks later by a one-day suspension, her local union protested both actions, filed a grievance on her behalf and took the matter to arbitration.

It was the arbitrator's ruling that Krips should not be suspended or otherwise punished for failing to meet the standard, since she was doing everything possible to meet the projected goals set for her. During the hearing it was pointed out that Krips had always been a model employee, with no infractions on her record, that she had always previously met company performance standards and that a company time study done of her performance had failed to find any observable reason for her low performance or fault on her part to account for the productivity shortfall.

The arbitrator ordered Krips' suspension removed from her employment record and ordered her made whole for all lost wages resulting from the incident.

While noting that employees unable or unwilling to meet production standards because they are not at their work stations, are taking too many breaks or are engaging in other things of that nature to slow their production, would be subject to disciplinary actions such as notices, suspensions or discharge, the arbitrator said that involuntary failure should not be subject to the same penalties, nor should the worker be punished for failure to meet such a standard.

Krips, a 19-year employee in the finishing department, is really happy she had the Teamsters behind her; without Local 676's protection who can tell where she might have ended up.

ALLENTOWN, PENNSYLVANIA

They Hit The Nail On the Head

When Teamster Local 773 member Mike Boyle retired recently, his fellow workers at Chemical Leaman Tank Lines, Terminal 17, in Bethlehem, Pa., looked around for the perfect retirement gift.

What they came up with, and presented to Mike on a special plaque at a surprise dinner in his honor, was a chrome-plated beryllium hammer (a special hammer used for hooking and unhooking the unloading hose), to remind him of his 40-years of service as a Teamster, along with a monogrammed wallet.

Out of 40 years as a Teamster, Boyle spent 35 years of his career working for Airco Industrial Gases and the last five with Chemical Leaman Tank Lines, performing the same duties.

Thanks to a terrific pension from the Teamsters Central States Fund, Mike and Anna can look forward to a sunny retirement, including as the first priority a trip to Florida for fun and sun.



Here Boyle and his wife, Anna, pose with the unique gift, which now hangs in the Boyle family room, just under Mike's two million mile safe driving award from Airco.

MOUNT VERNON, NEW YORK

Teamster Local Has Grievance Win

Six Teamster members of Local 338 recently were the happy recipients of a $5,295.07 backpay award, thanks to the intervention of their local union.

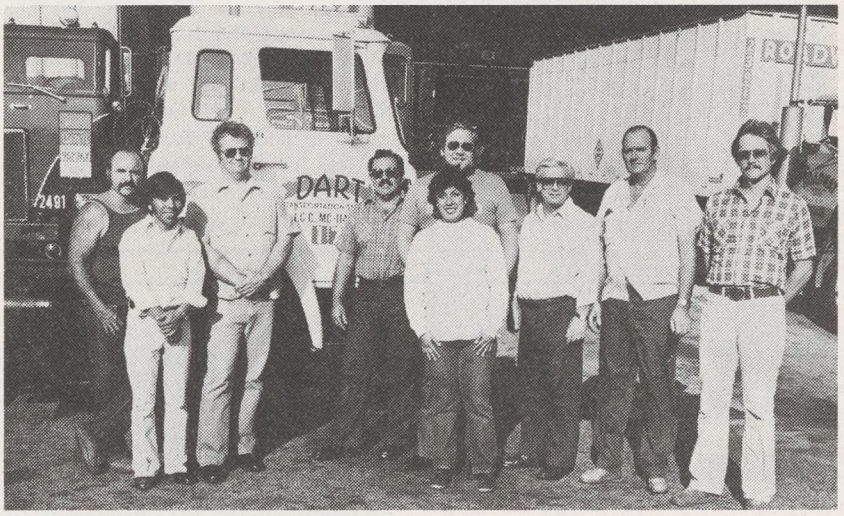
Their grievance arose when their employer, the Crowley Milk Company, closed its depot in Millwood, New York and moved that operation to its Newburgh, New York facility. After the move, made after the expiration of the Teamsters' 1977-79 contract, the company informed the local union that these members would be considered new employees at the Newburgh facility since the company's two facilities were covered by separate contracts with Local 338.

At that point, Local 338 promptly filed a National Labor Relations Board charge against the employer. The issues were finally resolved in August, 1980.

Involved in the grievance were Teamster Local 338 members Donald Williams, Steven Breznicky, George Rod, Joseph Graniero, Joseph Pepe and Robert Conlon. In addition to the backpay award they'll divide, all were ordered reinstated with full seniority and vacation rights.

ACTIVE IBT LOCALS





At top, new Local 208 members are shown at one of their "Teamster T-Shirt Day" rallies, held prior to election day.

These Dart Transportation drivers, all members of Local 208, haul merchandise for Sears and were invaluable in delivering the Teamster organizing message to Sears workers.

LOS ANGELES, CALIFORNIA

Calif. Teamsters Win Major Victory at Sears

By a two-to-one margin, more than 2,000 workers employed at Los Angeles warehouse facilities of Sears, Roebuck & Company, overwhelmingly voted to go Teamster recently, seeking collective bargaining representation by Teamster Local 208 of Los Angeles, in an NLRB-conducted ballot.

The election victory covers some 2,021 workers at Sears' Los Angeles Mail Distribution Center, with five locations throughout the city. The new Teamsters work in 85 different job classifications, ranging from clerical and shipping and receiving to merchandise handlers and packers.

"A lot of special people at Sears provided the impetus for this great election victory," said Local 208 organizer George Brightwell.

Organizers pointed out that to win the campaign, workers and union personnel had to combat many management tactics, including Sears' transfer of 30 anti-union managers from around the country whose job it was to fight unionization through meetings with employees and a pitch that went along the lines of "you don't need a union to solve your problems—just talk to us and we'll be here to take care of everything. . . ."

Fortunately, workers weren't buying these and other tactics employed by the company, especially since they knew all about one more of Sears' favorite tactics; that was its policy of laying off, on a wholesale basis, hundreds of employees due to so-called "lack of work" so that the company could turn around and hire replacements off the street at minimum wage.

In fact, it had been just such a layoff that prompted workers to seek strong, effective union representation in the first place. Just months earlier, workers had seen nearly 400 co-workers—all of them regular employees with nine years' seniority or less—handed their pink slips and told they were being laid off. "What our 2,000 prospective Teamsters remembered," added another organizer, "was that dozens of relatives and longtime friends of current employees had been hit by the Sears layoff hatchet."

Instumental in the organizing drive, according to Local 208 officers, were a dozen of these former Sears employees who assisted in the handbilling and other campaign activities and effectively described the benefits a Teamsters contract could bring and the reasons Sears workers needed them.

Another key and very persuasive group were the drivers for Dart Transportation, the hauler for Sears products in the area, all of whose drivers are members of Local 208. "They also made quite a bit of progress with the Sears people in talking up the good points of Teamster representation," another organizer said.

Throughout the campaign, across the board unity was an important factor, with Vietnam veterans and women workers alike standing together in their battle for equity. "A Woman's Place is in Her Union," became one favored rallying cry at the handbilling sessions and meetings to keep workers informed on the progress of the campaign. Teamster t-shirt days were another favorite, as two days a week, workers would descend on the plant decked out in the Teamster colors. At a special trailer organizing office near one of the Sears' facilities, they could ask any questions they had and get information on progress.

Since the Sears election came on the heels of another successful union election, this one by Teamster Local 848 at the May Company in Los Angeles—workers also had the moral support of May Company Teamsters who had faced similar employer pressures during their campaign and could offer encouragement to Sears workers, urging them to hang on until the campaign was over.

All these factors contributed to the successful election ballot certified by the NLRB and the subsequent formation of the contract committee which now is in negotiations for the unit's first Teamster agreement.

It's nice to have you with us, Teamsters!

KLAMATH FALLS, OREGON

Teamster's Wife Angrily Takes On Newspaper Foe

"Terrible Image Makes Teamsters Bad Choice," shouted a recent headline on an editorial in the Klamath Falls, Oregon *Herald and News* that made at least one area Teamster's wife see red and sit down immediately to write a rebuttal.

The piece decried the potential move by Oregon state police officers to join the Teamsters Union, rather than other (less effective) unions in the area. Even while acknowledging that Portland Teamster Local 223 already represented other officers in the state and enjoyed a good reputation for its efforts, the paper nonetheless cited the union's "rotten" image and urged these officers not to join the Teamsters, even if they did seek "hardnosed" (effective) union representation.

Mrs. Jim Reis, wife of a Consolidated Freightways driver and Teamsters Union member, knows how much Teamsters representation has meant to her family over the years. Her letter is reprinted here.

Dear Friends:

This editorial was in our local paper tonight. I thought you might be interested. As a wife of a Teamster, I am deeply appreciative of the benefits my husband's union membership brings. Job security is a major factor today. We have received more in medical benefits than a lifetime of union dues paid. Pension benefits bring peace of mind.

College was made possible for our two sons and a third son when he finishes high school, should he wish to attend school. Our oldest son, Jim, is at Oregon Tech. Inst., Klamath Falls, Oregon. He has most of his own money, but we are always available to help out when he needs something and he runs short. He repeatedly thanks us, saying if it were not for our help, he would not be in school today.

Our son, John, is at Stanford, working on his Ph.D. in the M.H.D. dept., Mechanical Engineering. When he graduated from high school, he was a runner-up for a Teamsters Scholarship and received a set of books. Nobody locally had ever gone so far. He received his B.A. at Oregon State in Nuclear Engineering. Stanford gave him a tuition waiver and the National Science Foundation is giving him financial support. He is living on a very tight budget. We helped him get his car and supply most of his clothes. We are always ready to help out more, should he need it. Thanks to a paycheck that is keeping up with inflation!

When I go to the grocery store and am able to buy what we wish, of course I watch the budget very carefully, but I know there is always enough for what we want to eat. Thank you, Teamsters!

Perhaps some are jealous of good wages and generous benefits. I wonder if that is the reason Teamsters are knocked so much? Inflation cost of living benefits must be hard for some people to swallow when their paychecks keep getting smaller!

My husband drives locally for Consolidated Freightways.

Sincerely,

Mrs. Jim Reis

PORTLAND, OREGON

Could This Be the Start Of Something Big?

For Teamster Ray Krzmarzick of Local 81, it was a real thrill to be selected as truck driver disc jockey for a day recently by radio station KWJJ in Portland.

Krzmarzick was a little nervous when he first sat down at the control panel, but quickly settled in and "just walked right into it like a real professional," said Jeff Davis, program director of KWJJ's FM sister station, KJIB.

"I wish I was like that when I started. It took me 10 years to be that relaxed," Davis said of Krzmarzick's performance as guest host of the popular afternoon Bill Templeton Show.

As Ray finished a smooth spiel at the mike, Templeton would help him play the music of his choice from "the board," a console with numerous lights and buttons.

The Teamster got his chance as deejay, by responding to Templeton's Disc Jockey for a Day contest, in which the talk host offers to trade jobs with listeners. One afternoon he invited truck drivers to be the deejay, and promised to reciprocate by riding with the driver on his route some time.

Ray, a Local 81 member for 19 years, drives for Consolidated Freight, and on hearing the invitation, immediately wrote KWJJ.

"He had the most interesting, the most creative letter," Davis said, "so we asked him to come down and meet us. We liked him and told him he could be on the air. The day before, he came down to watch Bill Templeton. The next afternoon, Ray waded right into it."

Listeners responded in a big way that day, and for more than a week thereafter. Many, including secretaries, waitresses, you name it, were encouraged by Ray's seemingly effortless performance and wanted to know when they themselves could try it, Davis said.

Ray admits in retrospect that he was really nervous, up to airtime. "It doesn't bother me to take a triple down the Banfield Freeway, but put a mike in front of your face and it's all a little different, let me tell you.

"After a couple of hours, though, after listening to my playbacks on tape, I started relaxing," he says.

Asked if he would consider pursuing a career in radio, this diehard Teamster responds: "It really does interest me, but possibly only on a part-time basis. I would have to take a cut in pay and miss the Teamster fringes—and I like driving a truck. I really enjoy it."



Deejay for a Day Ray Krzmarzick of Local 81 takes over the KWJJ console as Local 81 business agents watch in fascination, including from left: Larry Wilson, Bill Williams and Jack Powell.

ACTIVE IBT LOCALS

PHOENIX, ARIZONA

Teamster Gets Help With His Problem

Al Stell, a member of Arizona Local 83, is really happy he's a Teamster. Local 83 recently successfully represented Stell in arbitration of his discharge from the Tanner Companies, United Metro Division. Stell, left, shown here receiving his back-pay award from Local 83 Vice President Arnold E. Scott, was ordered reinstated by the arbitrator and was awarded more than $12,593 to recompense him for lost wages.



PORTLAND, OREGON

'And They're Off,' At Portland Meadows

They were off and running (Teamsters, that is) at Portland Meadows race track in Portland, Ore., recently under a newly ratified Teamster agreement covering the 1980-81 racing season.

Joining pari-mutuel employees and parking attendants for the first time this season under coverage by the contract were the track's security personnel, who recently joined Teamster Local 255, the workers' bargaining representative.

The same day the new contract was signed, Portland Meadows management staged a "mini-meet" to give the news media, Local 255 representatives, Racing Commission members, horsemen, jockeys and others involved with the track a sneak preview of the recently refurbished premises and modernized betting machines. All were impressed with the $500,000 facelift and other improvements in the operation ordered by the track's new president and general manager, Michael J. Williams.

Not only was the building's facade renovated with a new cream-and-burgundy color scheme, but a 14-acre, 2,000-car parking lot was resurfaced, the interior of the raceway painted, the stables modernized and the track itself resurfaced with 1,200 cubic yards of sand.

Star of the day's show, in addition to the horses on the three-race card on which guests bet with play money, was the all-new electronic American Tote 300 wagering system that allows pari-mutuel clerks not only to provide wagering tickets in any combination up to $250 on one ticket but also to cash winning tickets electronically, both innovations that almost eliminate waiting in line at ticket windows.



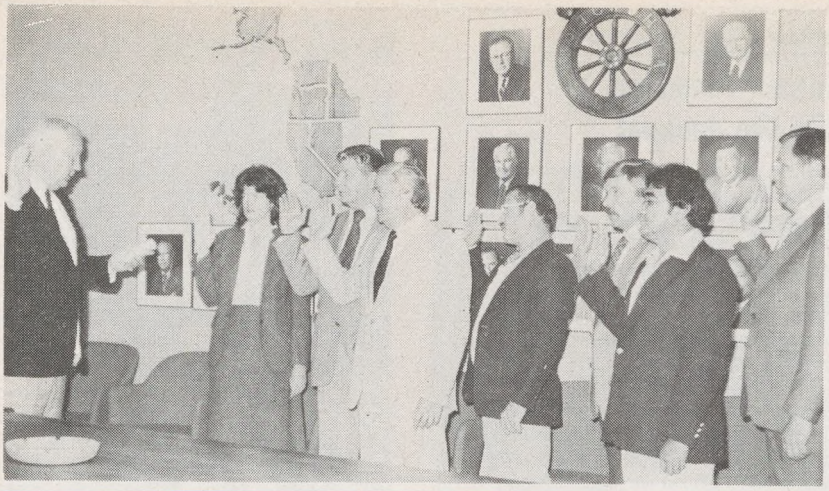


On "mini-meet" day, held to show off Portland Meadows' renovated buildings and introduce modern electronic wagering machines, Local 255 members like Joan Maas (shown above) were behind the line to receive play-money bets and cash winning tickets electronically.

Attending the sneak preview at Portland Meadows were, from left: Jim Nolan, Local 255 secretary-treasurer; Bob Grimes, business agent; Jim Doyle, shop steward; William Reagan, executive secretary, Oregon Racing Commission; Dean Arehard, Portland Meadows mutuels manager; and Mike Williams, PM president and general manager.

Prior to negotiations, Teamsters Union officials and the Portland Meadows shop steward had the opportunity to study the electronic wagering system and its impact on personnel at California raceways where it's been in use for almost two years.

Prior to the opening of the season, pari-mutuel employees received between 12 and 24 hours of training on the new equipment. The day of the preview, Local 255 members Jim Bennett and Joan Maas were among those manning the machines. Both were pleased with the ease of operation and usefulness.



LOS ANGELES, CALIFORNIA

Local 2707 Officers Are Sworn Into Office

Following an overwhelming election mandate by Local 2707 members, executive board members of the L.A. Teamster local are sworn into office by M. E. 'Andy' Anderson, director of the Western Conference of Teamsters and an IBT vice president. Left to right are: Anderson, Denise O'Leary Rosso, a Local 2707 trustee; T. N. Alexakos, president; Marvin L. Griswold, secretary-treasurer; James Covell, vice president; Marvin Lee and James Muraki, trustees and Dennis Johnson, recording secretary.

NIAGARA FALLS, ONTARIO, CAN.

Santa Claus Is A Favorite Visitor at This Local

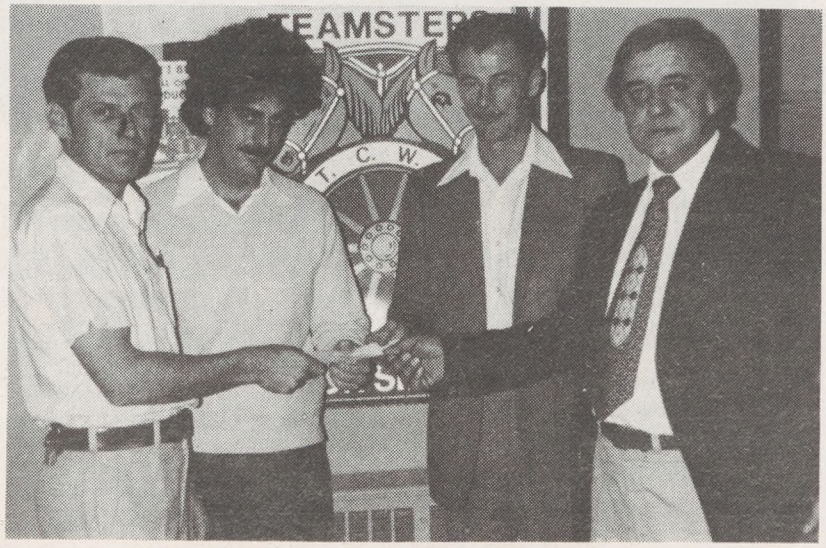
One of the highlights of the year at Canadian Teamsters Chemical Energy & Allied Workers Local 154 in Ontario is the Christmas Party for members' youngsters.

This year's festivities, like those of the past, were a big hit with one and all. Parents were greeted at the day-long event with coffee and donuts, while their children were entertained by the likes of Snoopy, Oscar the Grouch and Big Bird (thanks to the efforts of some brother Teamster volunteers). Next came a show of illusions and sleight of hand by Hugo, the Magician. Following another round of refreshments that included ice cream and cake, came the moment everyone had been waiting for—the arrival of Santa Claus.

To the strains of "Here Comes Santa Claus," jolly old Saint Nick came charging in and made the day a great success for one and all.



Shown here are members of the recreation committee that put the day of fun and entertainment together. Standing from left are: Chuck Mayhew, sergeant at arms, Local 154; Brian H. Davidson, a trustee; John Royer, a committee member; Joseph Bruzzese, president of the local; Al Scordino, a committee member; Frank Molnar, Doris Keen and Jake Keen, all committee members. Seated are Sam Manjos (Santa) and Vince Limone, the local's recording secretary, with two of the youngsters present, Mellissa and Chad Davidson.



HALIFAX, NOVA SCOTIA

Local Defends Rights of Union Supporter

In the midst of an intense organizing drive at a local ready-mix company by Teamster Local 927, the company tried an often used tactic. It fired employee Greg Hayes from his job. The Teamster local quickly pursued the matter, filing a complaint with the Canadian Labour Relations Board, which was later upheld. Here Hayes receives a backpay award check of $4,200.00. Shown congratulating Hayes on his win are, from left: Doug Beuree, secretary-treasurer, Local 927; Hayes; Jack Boyd, a Local 927 trustee, and William Lemmon, president of the Canadian local.

ACTIVE IBT LOCALS

SPRINGFIELD, ILLINOIS

Illinois Teamster Hits the Jackpot

Teamster Local 916 member Albert (Jake) Burge and his wife, Leslie, always wanted to have a child. But they were really surprised (pleasantly) recently, when Mrs. Burge gave birth to not one, but three, beautiful, healthy babies, creating an instant five-member family.

With the household still recovering from this mini population explosion, we'll bet Pops' eyes light up in delight when he sees all the extra deductions Meranda Gail, Megan Nicolle and Jacob Lee Burge bring them at tax time this year! Congratulations to all the Burges!





DETROIT, MICHIGAN

New Local 372 Officers Inducted

Taking their pledges of office from IBT Vice President Robert Holmes recently were these officers of Detroit Newspaper Drivers Local 372. From left to right are: Robert Holmes, administering the oath; Elton Schade, secretary-treasurer of Local 372; Tom Minielly, president; Eugene Stolnicki, Joseph Fundari and Roger Payton, trustees; Larry Harwood, vice president, and Gordon Parker, recording secretary.

OMAHA, NEBRASKA

Teamster Driver Is A Highway Hero

For Teamster Robert H. Cummings, it was quite a shock recently, as he was driving down the highway, to see a car suddenly emerge from the thick fog enshrouding the highway to pull right in front of his truck. The collision that ensued was inevitable and unavoidable for the Local 554 member.

The events of the next few frantic minutes, however, were the kind that you live with for the rest of your life, thinking back on them with either pride or remorse.

The incident began as Cummings was negotiating his truck down the highway through a heavy, early morning fog. Suddenly he spotted a vehicle as the driver inadvertently pulled it out in front of Cummings' truck leaving him nowhere to go. The two impacted, with the truck rolling on its side and the car bursting into flames.

Cummings, a driver for Karps Twin City Supply in Eden Prairie, Minn. didn't let his minor injuries and disorientation stop him for a minute. Displaying remarkable quickness of mind and courage, he dragged himself from his truck, ran to the other vehicle and pulled both occupants to safety, just seconds before the car was totally engulfed.

The elderly occupants, Mr. and Mrs. Clarence Reyerson, ages 81 and 79 respectively, would recover. Although hospitalized after the incident, neither sustained critical injuries.

As for Cummings, he's been commended both by his employer and by the Minnesota Police Department for his courageous efforts.

In a letter to fellow employees, Karp's official Ron Day said: "I would like to commend Bob, as I think we all should, for saving the lives of these people who, according to the state police report, would certainly have perished in their burning auto had not Bob risked his life to save theirs. It was a good deed that he can be proud of for the rest of his life."

"You are to be commended for your actions following the collision of your vehicle and the Reyerson vehicle," added Captain Leo T. Foley of District 2500, Minnesota State Patrol. "Sgt. Alan Niedorf advises me that you, at considerable risk to your life, assisted in the extrication of Mr. Reyerson from a burning vehicle. This action undoubtedly saved Mr. Reyerson from further injury or possible death.

"I want to extend my thanks, as well as those of Sgt. Niedorf, to you for your brave actions. It is people like you that make this world a better place," he concluded. We in the Teamsters couldn't agree more.

ARLINGTON, TEXAS

Teamster Family Helps One of Its Own

When Teamster Local 767 member and Dallas United Parcel Service feeder driver Lonnie R. England passed away recently, after a year-long bout with cancer, there were a lot of medical and other bills left for his wife, Beth, and daughter, Shannon, to worry about.

Hearing of the problem, some brother and sister Teamsters decided to band together and help the England family cope with the crisis by organizing a benefit softball tournament and raffle.

Area companies including S. H. Lynch Co., the distributor of Schlitz beer for the Dallas, Texas area, Standard Brands, Inc., Mid States Vending Co., Patterson Meats and Frito-Lay Co., were among those donating food, beverages or raffle prizes.

Tournament day was a big success, with the 1,000 people attending buying enough 25¢ hot dogs, beers and raffle tickets to raise more than $6,000.00 for Brother England's family.

Among those participating, in addition to many area Teamsters, were employees from Southwestern Bell, the company for which Mrs. England works.

"This is just another small instance of Teamsters taking care of each other," comments James M. Holden, president and business manager of the Teamster local.





Above, some of those participating in the tournament wait to get their game starting times.

At right, one of the Teamster players steals a base as the batter hits a fly ball during the fund-raising tournament.



HOUSTON, TEXAS

Teamster Wins $635,000 After Disabling Accident

For Teamster Local 988 member Curtis Goforth, it's been a long and painful road to recovery since a disabling on-the-job accident back in 1977, during which the Teamster's pelvis and ankle were broken after a car he was loading came dislodged, slid off and fell on him.

The Texas Teamster local referred Goforth to one of the attorneys they use, Paul Jensen, who took Goforth's case against Stuart Transport Trailer to court. Jensen argued successfully that the company was at fault since it had no safety devices on the carrier to keep a car from sliding off in icy or rainy weather conditions, while loading or unloading vehicles.

Here, Goforth, a car hauler with Auto Conroy for 27 years and a Local 988 veteran member, receives his settlement of $635,000.00, as the result of the court case presented by attorney Jensen, shown at right, congratulating him.

SAN ANTONIO, TEXAS

Teamsters Win One At Texas TV Station

Teamster Local 1110 of San Antonio, Texas, was certified recently as the bargaining agent for employees of KWEX, Channel 41, a television station in San Antonio.

Certification came following a 28-7 vote by the workers in a National Labor Relations Board-conducted election.

Negotiations now are under way. The new Teamsters recently chose fellow workers Daryl Belmares and Ruben Rodriguez to serve on their negotiating committee, notes Local 1110 Business Manager George Eichler.

The 35-person unit includes all full-time, regular production and technical personnel, maintenance engineers, camera operators, drivers and custodians at the Spanish-language station, which is part of the Spanish International Communications Corp.

CONSUMERS' CORNER

A MAJOR concern on the minds of many householders today is how to burglar-proof their homes and protect themselves against the increase in home thefts. Can it be done and, if so, what is effective and what is the cost?

Experts warn that even an amateur can break into most homes in less than 30 seconds. But, in their opinion, a delay of as little as four minutes can discourage the would-be housebreaker from continuing his efforts.

Locks that slow down culprits and exterior lighting that covers major points of entry are singled out as the homeowner's most effective anti-burglary aides.

It has been found that the key points for ilumination are: front and back entrances, garage and driveways, and all natural approaches to houses.

Entrance door lighting should focus on the lock side of the door. A light on both sides is preferred. But if only one is available, it should be placed so that the homeowner can see the lock and quickly use his key to open the door. The same lighting shoud be bright enough to quickly spot anyone attempting an illegal break-in.

Outside garage lights shoud be high enough to provide general floodlighting of side and back yards. A dawn to dusk fixture—one that is light sensitive, turning on at dusk, off at dawn, is particularly favored.

Many of the dusk-to-dawn outdoor fixtures utilize fluorescent, mercury or sodium lamps. Sodium lamps give the most light and offer the lowest operating economy, but their initial cost is substantially higher than other types. A sodium lamp bulb will cost around $50 plus fixture, and will give approximately 12,000 hours of use for three years.

On the other hand, a mercury lamp bulb runs about $15 and gives 24,000 hours—or nearly six years of use. A light-sensor fixture which can accommodate either sodium or mercury lamps runs about $35, plus installation.

If you want instant house lighting while you are in your home or apartment, there is an indoor remote control system available which you can install yourself. You will need a "command console" which can accommodate up to 16 different lights throughout your home.

For locks, consult a good locksmith. Most recommend dead bolts or a self-locking dead latch lock for entrance doors. Such locks are required for homes or apartments before they qualify for Federal Crime Insurance coverage.

Top quality locks run about $20 each, with an additional $20 charge for on-spot installation. Dead bolts refer to bolts which cannot be made to open except by turning a knob or key. Where there is glass in or



near a door, locksmiths recommend keys to open on both sides of the door. Where there is no nearby glass, then an inside knob opener and outside key will suffice.

Horizontal or vertical dead bolts provide even better security than a self-locking dead latch, according to Federal Crime Insurance experts. And they note that the longer the bolt, the less chance there is that a door can be forced open.

A recent trend in suburban areas, according to many police departments, is an increase in the number of daytime front-door break-ins. Doors which are not solid core wood or metal can be readily broken through. If your door sounds hollow, consider replacing it with a solid-core door.

While you are about it, it is a good idea to reinforce hinge plates. Remove old screws and replace each with a minimum three-inch long, countersunk wood screw. The door frame should also be reinforced on both sides with the same type screws.

Also be sure you have secure locks on sliding doors and windows —again a key-operated dead-bolt style lock is recommended. And blocks, such as a cut-off broom handle, placed in the slot between sliding glass and frame can delay or prevent a forced opening.

Minimal window locks are the conventional "clam shell" lock or bolts that pin the window to the frame. An inexpensive but effective means of securing double-hung windows is to drill a small hole through the inside sash and halfway through the outer sash. Then insert a snug-fitting pin, nail or screw. These can be easily removed in emergencies should it be necessary.

Another precaution when away is to make sure casement windows are closed and latched. For added protection, remove cranks from the operating mechanism. If you have louvered or jalousie windows, it is recommended you place grills or grates on the inside for greater protection as the glass panels can be easily removed from the outside.

While away (remember to notify police you will not be home), try to maintain normal lighting throughout your home, utilizing plug-in timers set at different turn-on and off times, both upstairs and down. It is best that garages be closed and locked, especially if ladders are stored there. Put locks on basement doors and windows, adding wire mesh covering on basement windows. A large number of household break-ins occur through basement entries.

The bottom line for protection against loss is homeowners/renters crime insurance. Federal Crime Insurance maximum coverage is $10,000 and is available in some 28 states and jurisdictions. More information about it can be obtained by calling the toll-free number: 800-638-8780.

TEAMSTER SPORTS!





Robert Blanchard, or Trainer Bob as his friends call him, is a Teamster with an interesting avocation. At night, the Local 560 member works for Pilot Freight, but during the day, he enjoys working with trotters and pacers. Here, he's pictured with Knight Whiz, an 8-year-old with which he recently put up a mark of 159-1, a great score for a good team, we are told.





Teamster Linda Evans, seen here riding her 625-pound Siberian Tiger, "Ruffles," clearly likes a little excitement in her life. Linda's a member of Las Vegas Local 995 and is a parking lot attendant at the Frontier Hotel, but in her spare time, she trains Ruffles and 16 other exotic cats, including lions, tigers, leopards, cougars and a black panther. Linda's cats have appeared with Doug Henning's World of Magic show, Bill Cosby, Crystal Gale and on both the Tonight Show and the Dick Clark Show.

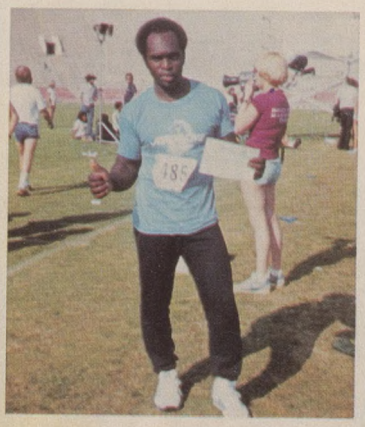


Would you like to fly in this beautiful balloon? Teamster Joe Fendler, a member of St. Louis Local 610, loves nothing better than climbing aboard and floating away in his hot air balloon. The Teamster, a balloonist for two years, has logged more than 100 flights and 100 hours as pilot-in-command. In addition to flying for pleasure, Fendler also flies commercially and in competitive races and has contributed the use of his craft to raise funds for a number of charitable causes.









Teamster Local 848 member Anthony Scott, a bread truck driver for Safeway in Boxford, Calif., enjoys jogging like millions of other Americans. Recently, though, Tony decided to test his endurance in a grueling 26-mile marathon held at the Pasadena Rose Bowl. Top prize in the pro-amateur race was $50,000, and while the Teamster didn't finish in the money, he did turn in a very respectable time of 4 hours, 8 min., 33 sec., which is a lot more than can be said for many of the other competitors. Here, he displays a certificate received for completing the course. ←

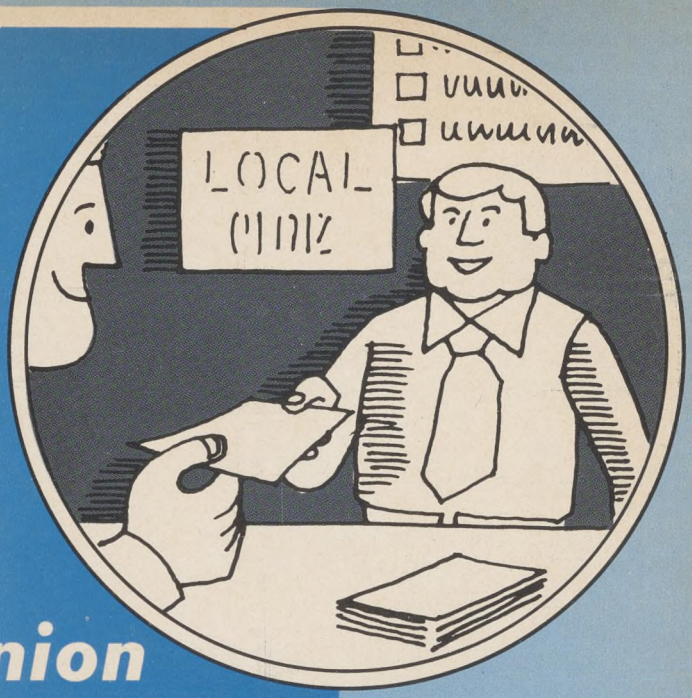








Get a Withdrawal Card from Your Local Union When Leaving the Craft



When You Move Notify Your Local Union of Your New Address





THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
April 1981



MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS has long been an advocate of "Buy American" goods. In the long run it may well be the best solution to our present economic woes.

At the present time, the Congress is considering various solutions to the problems of the American automobile industry and the individuals who have been affected by auto imports.

Of paramount importance is the impact on the American manufacturers and all those associated with American automobile manufacturing, including many Teamster carhaulers, steel haulers, general freight and manufacturing employees. Canadian workers have also suffered.

Roughly, one out of every six jobs in the U.S. is in some way related to the auto industry. More than 100 plants are involved in the direct manufacturing process and over 2,000 companies produce goods primarily for the auto industry. More than 4 million persons directly owe their employment to autos.

Some interesting facts that Congress must be made aware of: Imports have risen 60% in the past five years; imports of auto parts have soared dramatically in the past five years to over 120%; U.S. auto sales have plunged by over 20% in that period and employment in both the auto and steel industries has fallen by more than one-half million employees!

Under existing law, hundreds of thousands of workers employed by the automobile companies received compensation known as trade adjustment assistance (TAA) because their jobs had been lost as a result of auto imports. Other workers, notably auto transporters and parts haulers, have not been so fortunate, and many have been unemployed since October, 1979.

Our members have not received trade adjustment assistance since 1974. And government action to date has been ineffective. In the long run, import quotas may be our only solution to this vexing problem.

We must urge Congress, in the very near future, to give every consideration to the special circumstances of *all* workers who have been unemployed as a result of the rising auto imports of recent years.

We are asking Congress to consider immediate relief to import-affected workers who have been unemployed since October, 1979, and who have not received TAA during that period.

In addition to immediate remedial relief, we hope the Administration will negotiate immediate effective import quotas on foreign autos, particularly Japanese autos.

Fair trade is more a vision than a reality throughout the world today. Most nations, including Japan and many European nations who manufacture autos, have strict auto trade restrictions.

It is vital to American workers that you let your Congressmen and Senators know the facts on trade adjustment assistance and auto imports. It affects your brothers and sisters in the Teamsters Union.

Hearings are to be held soon in Congress and we believe there will be several meritorious bills that will help our people and we will advise you accordingly.

In the meantime, as consumers, all Teamsters should be constantly aware of the problem and do their part by continuing to buy American-made products. This is also a great inflation fighter.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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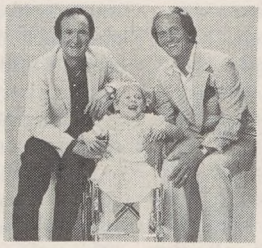
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TEAMSTER LEADERS are developing methods of adjusting to the increasing centralization of production in both the beer and soft drink industries.

Such planning dominated discussion at the meeting of the Teamster Brewery and Soft Drink Workers Conference, U.S.A. and Canada, attended by 80 delegates at Las Vegas, Nev., during the first week of March.

General Secretary-Treasurer Ray Schoessling was the major speaker at the 4-day session chaired by John Hoh. Charlie Klare, secretary-treasurer of the Conference, gave an extensive report on the status of the beer and soft drink industries in relation to Teamster membership.

The remarks by Schoessling, one of the original founders of the Conference, enthused the delegates as he encouraged them to increase their organizing efforts.

He noted there is a new wrinkle in industry, the production of gasohol, which offers a potential organizing target. Gasohol producers are taking over abandoned breweries and converting them to production of the fuel.

TITAN, the International Union's computerized bookkeeping system, can be a very good tool in organizing, said Schoessling, because of its usefulness as a method of quick communication. He said 95 percent of the Teamster membership will be covered under the program by the time of the IBT's June convention.

He said that in the past four and one-half years the Teamster defense fund has paid nearly $58 million in strike benefits.

Schoessling cited the new mood in Congress as an example of the growing assault on organized labor.

"Union-busters," he declared, "want to further monitor, police and restrict labor. They would outlaw the economic strike—the only weapon unions have—in proposed legislation."

He said: "The Teamsters are still the No. 1 target, but we can handle it because we were born in difficulty and have lived through it all the years that followed."

An official report by Klare outlined bright spots as well as dark in the affairs of the Conference.

In the brewing industry today, Klare said, there is only one major non-union brewery operating and that is Coors. Five new automated breweries have been built in the past four years and the Teamsters have organized three of them.

The greatest accomplishment in the brewing industry, Klare said, has been getting a national contract with Anheuser-Busch. The pact covers 9,000 Teamsters from 16 local unions and involves 10 breweries.

Efforts to organize the soft drink industry have been hampered by a trend toward centralization and also by the increased activity of union-busters, said Klare. Pepsi-Cola and Coca-Cola especially have led the way to avoid unions.

Klare said companies more and more are consolidating in both beer and soft drinks. Where once there were 1,600 soft drink plants, for example, there now are only 400.

A key struggle facing the Conference currently is proposed legislation to protect the beer franchising system; such a statute already has been gained for soft drink. As Klare put it, "Everything that has happened in soft drinks in the past is now happening in beer."

Klare expressed confidence in the Conference and Teamster members, adding, "We're going to come out of any turmoil stronger than ever."

Tom Rusch and Louis Lacroix reported on organizing in the U.S. and Canada respectively.

Rusch said Conference membership has increased by 5,000 since the previous meeting four years ago despite the fact that some breweries have shut down.



During the recent Brewery and Soft Drink Conference session, delegates heard from General Secretary-Treasurer Ray Schoessling (top left). John Hoh (left) and Charlie Klare, Conf. director and secretary-treasurer respectively, chaired the sessions (top right). Some of the delegates take notes during the session. V.P. M.E. Anderson, director of the Western Conference of Teamsters, told delegates about the Coors beer boycott (left). Speakers included, in the top row: Ed Lawson, Paul Steinberg and Al Lubrano; and in the bottom row: Dave Sweeney, Phil Sipser and Louis Lacroix.

Teamsters Making Adjustments To Changes In Beer, Soft Drink

Lacroix said many of the problems in the U.S. apply as well to Canada because the trend is toward centralization in breweries and soft drink plants.

Soft drink organizing plans were outlined by Dan Bryant who has headed a committee studying the problems of the industry. An effort is being made to coordinate support among Teamster joint councils and to get a communication program underway. Like beer, trans-shipping of soft drinks is a big problem in the industry.

An employer, Al Lubrano, secretary of the New York State Beer Wholesalers Assn., described his organization's efforts to get the beer industry exempted from anti-trust laws.

Commenting that the Teamsters have "led the fight for so much we believe in," Lubrano said his association would continue to work with the Teamsters so as to do the job "that will help both labor and management" in the industry.

Lubrano called trans-shipping—a method of cutting beer prices and shifting the product via non-union drivers to another wholesaler's area—as having a destructive effect on all phases of the industry.

The progress of the boycott against Coors Brewery was detailed by Guy Lewis. He said the California action has successfully sliced Coors' share of the market by half and that Budweiser (Teamster-made) is now the No. 1 beer in the state.

In conjunction with Lewis' report, Lee Kearney—whose Local 952 originally was involved in the Coors dispute—called Coors "a cancer in the beer industry."

IBT Vice Presidents M. E. Anderson and Edward Lawson appeared as guests of the Conference.

Anderson, director of the Western Conference of Teamsters, welcomed the delegates to the area and remarked briefly on the California boycott of Coors. He said the action has succeeded and explained a few of the ways in which Teamsters have publicized the boycott in the west.

Lawson, director of the Canadian Conference of Teamsters, told the delegates that Canadian Teamster membership is up. He said Canada has the good fortune of having new frontiers in growth.

Paul Steinberg, administrative assistant to IBT Vice President Roy Williams, director of the Central Conference of Teamsters, extended the best wishes of the CCT.

Dave Sweeney, IBT legislative director, told the delegates that "organized labor is faced with more difficult problems than it has had since the mid-1930's" in the new 97th Congress.

Attacks are coming, Sweeney said, on every federal statute beneficial to unionism, including the overtime provisions of the Fair Labor Standards Act and also the Service Contract Act.

"Our only defense," Sweeney said, "will be extremely militant action by local unions and the membership in communicating with congressmen."

Sweeney said DRIVE, the political arm of the IBT, needs more voluntary memberships. He urged local union leaders to negotiate DRIVE checkoff language in their contracts as permitted by federal law.

Phil Sipser, Conference attorney, gave a report on the state of trade unionism in America. He said he expects the 1980's to be a period of a great offensive against organized labor. He recommended forming coalitions with community groups.

Two major resolutions were passed unanimously by the delegates. One concerned the Coors beer boycott, the other proposed legislation on franchising in the beer industry.

(Continued on page 4)

BREWERY CONF. *(Continued)*

It was noted that Coors, the only major non-union brewery in the United States, has been the subject of an effective Teamster boycott—especially in California—for several years.

The resolve urged expansion of the Coors boycott to a nationwide scope with constituent local unions of the Conference supporting it "with all the resources and vigor at their disposal."

The franchising resolution involved the historic system of distribution based upon exclusive franchises for a specific territory. The Conference already has succeeded in getting protective legislation for the soft drink industry and now seeks the same change in statutes to protect the beer industry.

Also, the franchise resolution called upon the IBT general convention of next June to endorse and support the action.

Memorial resolutions were passed honoring the late Karl Feller who died recently and the late Frank Seban who died since the Conference meeting of four years ago. Both were longtime leaders in the division.

Klare was reelected to serve another 4-year term as secretary-treasurer of the Conference. Also reelected were Art Gildea, recording secretary; Tom Rusch, director of organization, and Louis Lacroix, assistant director of organization.

Sixteen vice presidents were elected: Ray Bartolotti, Harold Bondy, Daniel Bryant, Sidney Chism, Ray Finnerty, Gordon Grubb, Guy Lewis, Dave Levinger, Ben Merker, Jimmy L. Perry, Tony Sapienza, Sr., John Schaefer, Anthony Schmitz, Dewey Sherrill, Peter Thomas and Ralph Waymire.

Schoessling Receives 'Spirit of Love' Award





At right, Ray Schoessling talks with Ill. Gov. Thompson and Mayor Byrnes; below, he receives the Spirit of Love award from Robert Dachman as Teamsters Bill Joyce and Louis Peick watch; above, the Schoessling family.



At A testimonial dinner convened in Chicago, Illinois last month, Teamsters General Secretary-Treasurer Ray Schoessling was toasted with sauerbraten and beer, as more than a thousand fellow unionists and representatives of the civic and business communities gathered to pay tribute to his efforts on behalf of the Little City Foundation in Palatine, Ill.

The German food, of course, saluted the Teamster's ethnic origins, while the frothy brew reminded those present of his close association with the brewery industry, from which ranks he rose to the International leadership post.

Civic leaders such as Illinois Governor James Thompson and Chicago Mayor Jane Byrne paid tribute to a native son during the evening. Master of ceremonies for the event was International Vice President Louis Peick, also president of Teamster Joint Council 25 in Chicago.

Among those taking the podium to pay tribute to Schoessling was Teamster Local 705 Secretary-Treasurer William Joyce, the dinner chairman, and from the International Union, Walter Shea, executive assistant to the General President.

High point of the evening was presentation of the coveted "Spirit of Love" award, which was made by Little City's executive director, Robert Dachman, who detailed Schoessling's interest in the treatment facility for the handicapped over the years and described the good use to which the dinner proceeds would be put, in helping the youngsters and adults who attend the school and its outpatient facilities. More than $250,000 raised by the event will help Little City in its current expansion program.

Zero and Below

THREE WERE DIGGING in the coal mine. Two were men. The third was 15-year-old Bob Price, still new to coal but not yet accustomed to the cold and darkness. They were working a shift in an independently-owned mine located near the town of Anawalt in the southerly tip of West Virginia.

The miners paused in their labor. They had been chopping coal nearly eight hours. Their brief rests had become more frequent. By now they all smelled sour. Each had pink eyes in a blackened face.

Leaning against the wall, the oldest miner said, "Your turn, Bob."

Bob Price put his begrimed face close to the dark, crusty ceiling of the tunnel as the trio shone lights upon it. He inspected for any sign of "dripping," a crumbling of the rock around the edges of the embedded chunks. Everything seemed solid.

"It looks okay," said the youth.

Then he raised his pick to make a sounding. He firmly but tenderly tapped the point of the tool against the largest rock hanging from above. It rang true in the silence with a gentle, pinging sound—"like a silver dollar" as miners were in the habit of saying.

Once more, just to make sure, Price tapped the rock in another spot. Again the gentle ping. Had the rock been weakened by the tunneling it would have responded with a dull "thunk." Then they would have gotten the hell out of there.

Everyone resumed work with a sigh. It had been about the fiftieth test of the ceiling since beginning the shift. Soon they would be relieved. So they took it easy.

Bob Price liked the job much less than he liked the money. Seven dollars a day was a big income in 1934, especially in West Virginia. The money made him feel manly because he was able to help the family finances. His father, too, was a coal miner but usually could get work only about three days in every two weeks.

YOUNG BOB PRICE was pleased, also, that he had come a long way from the day he started working at the age of 11 in 1930. He began his career earning $5 a month as a janitor's assistant at the school in Anawalt, his birthplace.

It was a full-time job. The boy worked two or three hours before classes commenced, attended to his studies, and then worked again after school. He pushed the broom and pulled the mop until seven o'clock in the evening. The time totaled about seven hours a day and included Saturdays. Sometimes he had to help the janitor on Sundays, too.



Bob saved the $10 from his initial two months on the job and purchased his first suit. It made him feel grand. He janitored three years, completed the eighth grade, and decided he was a man of the world. He quit school at the age of 14.

The boy began laboring at odd jobs like driving timber and cattle trucks. He hooked onto one employer who bought auction cattle in Virginia and then Bob Price would haul them to Anawalt. He learned how to butcher cattle and helped his boss peddle meat from house to house.

Then Bob got a sawmill job. He operated the cutoff saw to make catboards used in coal mines. Catboards were placed as wedges atop the posts bracing the tunnels. Still working for the mill owner, Price went into the Appalachians to cut oak and hickory. Wielding the saw and axe put muscle on his frame.

Bob Price came down from the mountains and was hired for the jackleg coal mine. He soon realized that the confinement of digging coal underground was not the most happy experience. But it was the only work he could find.

Ignorance about the lack of mine safety kept the boy

laboring deep in the earth. He was unaware that nearly 80,000 coal miners had died in the United States since 1900. Oh, there was infrequent talk about the disaster at Everettville, West Virginia, where 97 men died eight years earlier. Now there was not even an Everettville on the map.

When Bob Price surfaced from the mine that day, he was happy as usual to see the sun. Its warmth made him feel clean despite the clothing caked to his body and the gritty taste bitter in his mouth.

Fifteen minutes later, down in the mine, the rock crumbled and buried the three men that had moved in to work the 4:30 o'clock shift.

NO MORE COAL MINING for him, Bob Price decided. He quit and went searching for new employment. He finally latched onto an aerial construction crew that was building electrical feeder lines for power companies in West Virginia.

The youth, not quite 16 years old, started as a groundsman. No matter what the weather, it was his task to supply whatever was needed by the lineman hanging on the pole or the foreman leaning against the truck. The boy kept his eyes open and tried to learn everything he could.

Eventually Bob Price became a first-class lineman. He spiked poles in practically every county of West Virginia. At one time, he roomed in a house owned by a niece of "Devil Anse" Hatfield, the principal figure in the Hatfield-McCoy feud of a half-century before.

It was rough work for tough men in rugged territory and Price was typical of the crewmen in the industry. He always had been aggressive and hot-tempered. He blamed the temper on his red hair; his friends attributed it to a mixture of Scotch-Irish-English-German blood.

More than once Price got involved in tavern brawls which years later he described as truly "knock-down drag-outs." A fellow got knocked down and the police dragged him out while everybody else continued fighting.

World War II changed his attitude. Price was drafted into the U.S. Army in 1942 and was sent to Fort Dix, New Jersey. In the 42 months that followed, he worked in ordnance, motor transportation, tank retrieving, communications and as a lineman. He landed in Normandy with the 2nd Division of the 3rd Army and went through the entire campaign that followed.

Bob Price was discharged from the armed services in late 1945. His celebration lasted three months but was more peaceable than in the old days. Proximity to death had taught him that a man perhaps cannot sidestep trouble coming at him—but he's foolish to deliberately lunge in its direction.

The new veteran returned home and signed on with a company doing telephone work. It was all aerial, open-wire, and cable assignments in every section of his home state as well as Virginia, Maryland and the District of Columbia.

By the mid-1950's, Price was an engineer working the compass on contracts for the Chesapeake & Potomac Telephone Company.

PRICE WAS AT A CROSSROAD in 1958. Married, with two growing sons, he was nearly 40 years old. Neither he nor his wife, Mildred, could tolerate his traveling any longer. He sought a place to settle down.

He heard about a warehouse job in Washington, D.C. He applied to Giant Food, Incorporated, in time to beat



the traditional warehouse age barrier of 40 for hiring. Giant, an expanding grocery supermarket chain, put him to work in the frozen food freezer at Merchants' Terminal in D.C.

With the exception of the freezer unit, all the employees in the Giant warehousing complex were members of Teamster Local 730 at the time. The company was building a new, integral plant at Landover, Maryland, nearby. When negotiations on a new contract came up in 1959, the union and management agreed to bring the freezer men into the union if they approved. Price and his co-workers agreed. The entire warehouse operation moved to Landover in 1960.

Freezer temperatures and Bob Price were compatible. It was as if his earlier years of line work in the worst of weather had prepared him for the job. For the next 20 years he labored as a forklift operator in cold ranging from zero to 10 below.

Work under such conditions required specialized clothing. Freezer men wore insulated boots, gloves, cap and jacket as part of an overall suit originally designed for military use. The clothing was all that was available 20 years ago. In later years, freezer clothing was improved vastly until today it is very protective and unusually light in weight. The improvements were gained from space age experimentation.

Rest breaks were left up to the men. When they felt cold, they were free to step out of the freezer, unzip their suits and enjoy a cup of coffee. Extreme cold has a different effect upon different people; some cold box employees have a greater tolerance than others. Thus, break times were unscheduled.

Price never suffered frostbite in his years of work at Giant although he came close to it a time or two. It was quiet work. It paid well under the Teamster contract. Bob was satisfied with the change in his life.

WORKING WITH FROZEN FOODS in the Giant warehouse was like driving an electric forklift through canyons of rock-hard boxes stacked as high as 23 feet. The aisles—canyon floors—between the stacks were about 10 feet wide. The freezer warehouse was exactly the size of a football field.

Frozen foods were received and dispatched through the same door. In a given day, several trailer loads of canned juice might come in from Florida, a couple of boxcars filled with meat could come in from Denver or Omaha, and thousands of pounds of processed and packaged vegetables might arrive from Kansas City. The warehouse supplied more than 120 retail supermarkets.

Bob Price and the forklift men on the other shifts that worked around the clock handled all the foodstuffs. The forklift could move a maximum of 3,000 pounds.

Price had but one accident on the job. He was setting a load of turkey atop a stack one day when a bird fell from the box. Rather than correct the situation the proper way, he decided to try the quick method.

It was a mistake.

Bob climbed the forklift and was walking out on the blades, turkey in hand, when he fell. He broke a leg. Years later he explained his lapse of common sense:

"I did what I should not have done and I knew it at the time. I should have brought the load down to me. Instead, I tried to do it the quick way—which was wrong. I never did that again." He added, "I had been told, and had to find out for myself, that haste makes waste in a warehouse."

As a union member, Bob Price attended meetings as regularly as possible. He always believed he learned a lot at the meetings. He served as a shop steward for an 8-year period but never ran for union office.

His pride came in serving on contract negotiation committees several times as the union representative from the frozen food department. The experience led him to certain conclusions about collective bargaining.

BOB TOOK PART in but one strike at Giant Foods over the years. It was a brief walkout over a new contract. Price, a member of the negotiating committee, helped bring about the final, winning union decision.

Today Bob Price has a firm opinion on the give-and-take nature of collective bargaining:

"Until you are on a negotiating committee and have several discussions with company officials—discussing the points that you want to talk about—you never really understand the other person's side." For that reason, in Bob's view, collective bargaining is a very good thing. "It lets management know how far it can go and also lets the union know how far it can go."

He found the management role in collective bargaining to be fascinating. As he put it recently:

"It's interesting to watch management representatives tell the poor position that the company is in. When you work for the company, when you buy through the company's retail stores, and when you read newspapers, company literature and union literature, and compare notes—you find there is a big discrepancy in the company position."

There always are potential dangers in contract negotiations, Price believes, and they can be excessive proposals by the union membership as well as excessive stubbornness of management. His explanation:

"I think a lot of members who want to strike really don't realize how far a company can extend itself with a contract over a period of years. Sometimes there are unreasonable demands. When there is a dispute, you have to make every effort to persuade the extremists on both sides to come a little closer to reality. You can persuade them. But it takes patience."

The Bob Price conclusion: "Negotiating is very educational in some ways. You find out things on both sides that you didn't know beforehand. Negotiating gets very tiresome, even boring, because of the long hours."

But, he insists on emphasizing, "The end result is that it proves the union is the best means of bettering the working conditions of the hourly wage earner."

* * *

RETIREMENT HELD NO FEAR *for Robert W. Price. At first he found it odd not to have to work "but I'm getting accustomed to it." Price continues to rise early after years of checking in for work at six o'clock in the morning.*

He and his wife decided to remain in Hyattsville, Maryland, rather than return to their native West Virginia. Mrs. Price wanted to keep busy with a part-time job. Most of their friends and relatives are within a day's drive.

Fishing is foremost on Bob's list of leisure activities. He has been an avid fisherman since the age of six, whether the fish be in lake, stream, bay or at the seashore. He also counts himself "a gung-ho football addict."

His health is good considering that he has had three heart attacks. The first shock came in January, 1979. The second attack came during convalescence and within 48 hours the third attack struck him. The doctor told Price: "That's it. No more work for you."

Price took straight retirement, having built up a quantity of sick leave, rather than disability retirement. The Teamster Local 730 health and welfare plan paid for all his hospital expenses. He was most thankful. The first medical bill alone came to $8,000.

Bob Price considers himself a patriotic citizen. He takes more than a passing interest in politics. He is proud and thankful to have been a 20-year member of the Teamster Union. He holds pity for wage earners who try to manage their economic affairs without the aid of a union.

"All the association I've had with the Teamsters has been a very good thing for me and my family," he said recently. "I think the Teamsters is a very good union. I have no complaints."

AIRLINE DIV. WINGS

THINGS have been busy for members of the Teamsters International Airline Division in recent weeks, with important activities taking place industry-wide.

One of the more unusual occurrences, perhaps, was the overwhelming decision in mid-March by Teamsters employed by Braniff International to approve two company-proposed moves, intended to shore up the company's rocky financial stability—one, a profit-sharing plan which the company maintains is essential to its financial recovery, and the other, deferral of a scheduled April 1 cost-of-living pay hike, if the union consents in further negotiations.

Braniff chairman John Casey addressed the Teamsters in weekend meetings held in early March to ask for their support in helping the company weather the series of financial storms it faces.

The 4,274 Teamsters at Braniff represent the largest block of employees of the 11,500 employees eligible to vote on the company's proposed plan, and became a key factor after being the only union involved to turn down a proposed 10 percent pay cut three months ago.

Under the profit-sharing plan, according to Teamster Local 19 President Marvin Schlinke, 10 percent of the employees' gross salary would be withheld until the airline attains a "certain level of profitability." Teamsters voted to accept the new profit-sharing plan by a 79% majority of the 3,228 Teamsters who voted. They voted to authorize deferral of their cost-of-living increases by a margin of 2,520 to 797, or by 69% of the workers who cast ballots.

Teamsters accepted the latest proposals, after being convinced by Braniff management that the airline's financial troubles are indeed serious. Braniff International earlier this year reported a record loss of $128.5 million for 1980. It was the company's second straight year of losses, a trend it expects to follow this year, too.

The financially troubled airline expects savings in labor costs of $3 million a month.

Teamster members' approval of the pact was a key to getting lenders to delay an estimated $18 million payment in principal and interest due in mid-March, company officials said.

The airline announced early in March that 39 major lenders had agreed to postpone until July 1 about $40 million in payments owed between March 1 and July 1, but that approval of the postponement could have been withdrawn by some creditors if the Teamsters had rejected the measure.

Union officials noted that several actions taken by Braniff recently had convinced union members to accept the plan, among them the forced resignation of Braniff chairman Harding Lawrence and improved management at the company. Teamsters noted that at management-worker meetings held in early March the company's management made a "good case" in outlining the airline's cash flow problems and even presented a special slide presentation detailing Braniff's recent financial history that was very convincing.

"Some of them (Teamsters) would have taken their wallets out and given Casey money," one Teamster said after a session.

Casey also emphasized the seriousness of the situation when he announced that he personally was giving up his own $180,000 annual salary until the financial crisis passed, bolstering workers' confidence.

Teamsters employed in this extremely conscientious Braniff unit include ticket takers, secretaries and baggage handlers.

Other unions involved in the negotiations include the Association of Flight Attendants, the International Association of Machinists and the Air Line Pilots Association.

LAKER DECISION

In another, precedent-setting, Airline Division win, the National Mediation Board in early March issued its verdict on the Teamsters' organizing campaign among the employees of Laker Airways, finding that the company had seriously violated "at least six" major NMB rules in the conduct of its election and ordering a new election to be held.

Ruling that actions taken by Laker Airways during a recent representation election were "among the most egregious (flagrant) violations of employee rights in memory," the NMB set aside its normal procedures for resolving representation disputes and ordered a new ballot box election, stipulating a special procedure whereby those voting need only to mark their ballots for or against the union and the results will be determined by those who vote, whether they constitute a majority of eligible employees or not.

Noting the unusual nature of the decision, the NMB emphasized: "The action we take here should not be considered a precedent for the usual election situation, but is limited to situations where there is gross interference with a Board-conducted election."

Under normal Board procedures, employees receive ballots which provide the opportunity for choosing one or more unions or for writing in a union. To win the election, a union must receive a majority of votes, and a majority of eligible employees must cast ballots.

Acts committed by Laker, a British carrier that offers a low fare air service between the U.S. and Great Britain, leading to this "major departure" from the Board's normal practice included urging employees to send their ballots to the company instead of to the NMB, calling employees at home to ask if they had received ballots, actively soliciting employees to turn their ballots in to the airline and providing stamped pre-addressed envelopes for that purpose, telling them they could deface their ballots or participate in a planned "ballot-burning party," and granting a sizable across-the-board pay increase shortly before the election.

The Teamsters filed for separate representation elections among office clerical employees and passenger service employees in August, 1980. The Board ordered mail ballot elections and mailed the ballots on Dec. 19,

S ITS WAY TO SUCCESS

1980. Tabulation of ballots was scheduled for Jan. 23, 1981, but on Jan. 19, 1981, the Board ordered all ballots impounded because of Teamsters' allegations about the airline's conduct.

One of the most convincing acts of coercion during the campaign came from no less a personage than Freddie Laker himself, the chairman and managing director of the airline. On December 22, Laker sent employees a letter in which he stated: "I earnestly urge you to demonstrate your continued support by NOT VOTING FOR THEM. Please hand your ballot in to us or destroy it, but DON'T SEND IT BACK to the Government."

Laker supervisors eventually received 135 of the 189 ballots mailed to passenger service employees and 38 of the 51 ballots mailed to office clerical employees.

Because Laker's many actions were "among the most egregious violations of employee rights in memory" and "a deliberate campaign designed to override employee free exercise of the rights guaranteed by the Railway Labor Act," the Board determined that a remedy must "encourage maximum employee participation, and provide complete safeguarding of ballots and polling procedures."

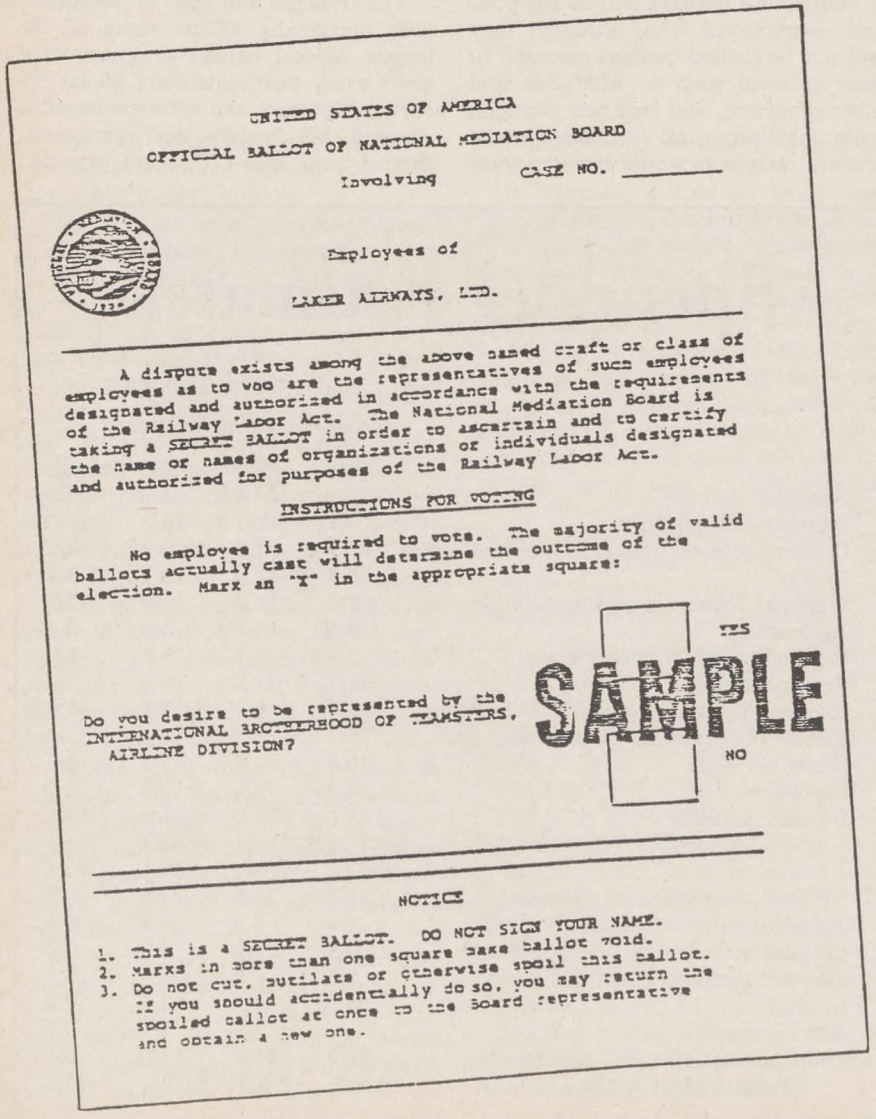
"It is obvious that the original election must be set aside," the NMB said.

"Since Laker collected almost three-quarters of the ballots mailed by the Board, counting those ballots which were returned would be futile. New elections must be conducted in an atmosphere free of unlawful conduct."

Mandating that the new election will be conducted by ballot box rather than mail ballot, the Board also stipulated the type of ballot to be used, noting that "under the circumstances of the present case, the Board finds that its usual election procedures will be unable to determine the true desires of Laker employees. This is because the factors normally existing in representation cases which support those procedures have been upset by employer action. Therefore, exercising our discretion in representation matters, the Board concludes that a ballot box election is necessary and that the following ballot should be used.

"Finally to vitiate the clear violations of the law by Laker and to insure that there will no longer be incentives in cases such as this one for the employer to interfere with the free choice of its employees, the desires of the majority of those *actually casting valid ballots* will determine the outcome of the elections, whether or not a majority of those eligible participate in the elections. The action we take here," the Board emphasized, "should not be considered a precedent for the usual election situation, but is limited to situations where there is gross interference with a Board-conducted election."

The NMB noted that it usually favors mail ballots in both the railroad and airline industries because of the mobile voting population involved, but that in the Laker case, since employees are permanently based in only three cities, a ballot box election should prove feasible.



UNITED STATES OF AMERICA

OFFICIAL BALLOT OF NATIONAL MEDIATION BOARD

Involving CASE NO. _____

Employees of

LAKER AIRWAYS, LTD.

A dispute exists among the above named craft or class of employees as to who are the representatives of such employees designated and authorized in accordance with the requirements of the Railway Labor Act. The National Mediation Board is taking a SECRET BALLOT in order to ascertain and to certify the name or names of organizations or individuals designated and authorized for purposes of the Railway Labor Act.

INSTRUCTIONS FOR VOTING

No employee is required to vote. The majority of valid ballots actually cast will determine the outcome of the election. Mark an "X" in the appropriate square:

Do you desire to be represented by the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AIRLINE DIVISION?

YES

SAMPLE

NO

NOTICE

1. This is a SECRET BALLOT. DO NOT SIGN YOUR NAME.
2. Marks in more than one square make ballot void.
3. Do not cut, mutilate or otherwise spoil this ballot. If you should accidentially do so, you may return the spoiled ballot at once to the Board representative and obtain a new one.

PRESIDENT Reagan finished his final financial fine-tuning last month and submitted to Congress the first budget of his new Administration, covering fiscal year 1982.

Reactions to the Reagan proposals were mixed on Capitol Hill, as legislators examined the President's projections which seek to curtail federal spending by $46 billion dollars in the next fiscal year.

Reagan had first revealed his plans for revamping the nation's spending policies back in mid-February during his State of the Union address to a joint session of Congress, calling then for some $41.4 billion in cuts to the budget and tax relief for individual and business taxpayers.

During the intervening weeks, as Reagan's administrators checked over the budget allocations they found they would have to dig even deeper to overcome some unanticipated inflation factors.

Reagan's additional budget revisions bring to $46 billion the cuts in non-defense spending proposed for fiscal 1982 by slicing into nearly 300 federal spending programs and reducing government loans and loan guarantees by $21 billion.

The net spending reduction will amount to only $41.2 billion, however, since the administration also intends to add $3.6 billion to the defense budget and $1.2 billion to other programs.

Coupling these with a proposed 30 percent cut in income tax rates over three years and accelerated depreciation write-offs for business, Reagan hopes to be able to balance the federal budget by 1984. For 1982, the budget is estimated at $695.3 billion and the deficit at $45 billion.

Each new Administration over the course of history has had its own solution for managing the nation's national pursestrings, including President Reagan and President Carter before him. But when Reagan sent his proposals to Congress, he reminded legislators of the "mandate for change" voters had given him to get the economy back on its feet and warned that if his budget revisions are greatly tampered with, they will not achieve the desired results.

"One exception logically leads to many other exceptions and to erosion of the plan and of its long-term benefits for the economy and for all Americans," the budget document said.

Almost every proposed budget cut will require the approval of Congress, and although both houses of Congress have pledged their quick actions on the effort, there appears there will be a cat-and-mouse game of sorts.

House Speaker Thomas P. (Tip) O'Neill, Jr. (D-Mass.) has already warned that the prevailing support in Congress for heavy budget cuts may well change when the country realizes their full impact. "I think the average person on the street has no concept of the severe change in policy of the Reagan administration," he noted.

And so the budget battle on inflation is joined.

Contained in the two-inch-thick federal budget are many cuts that are going to be objectionable to various interest groups. The answer will be in finding solutions that not only protect Americans at all social levels but bring a halt to the inflation rampage, stabilize the economy, increase productivity and curtail unemployment. The administration, while proposing to maintain a "social safety net" for the most needy in our country, has nonetheless taken major swipes at the budgets of most of the major government departments, reducing or eliminating many programs.

Hardest hit perhaps will be the poor and unemployed who, although they will not be denied benefits essential to their survival such as Medicare and other programs, will face new changes, including proposals whereby most welfare recipients would have to work to keep their benefits (exempting only those mothers with a child under three or with children from three to six and no available day care) and further reduced housing assistance.

Under his proposals, the three largest federal welfare programs—Medicaid, food stamps and housing assistance—would be dovetailed. At the same time categorical programs such as compensatory school aid for underprivileged students and fuel assistance for poor households are being eyed for abolition and inclusion as part of unrestricted grants to states and local governments, with the total value of the grants about a quarter less than today's level of spending on the categorical programs that they would replace.

The only major increases in government spending will come in the area of national defense, which is slated to account for fully one-third of the government's spending by the mid-1980's as opposed to the 24 percent it eats up now.

The Reagan budget, as promised, only marginally affects some of the largest federal benefit programs that grow every year, including Social Security, Medicare and veterans benefits. Termed his "safety net" programs, these by the mid-1980's are expected

Spending Estimates

	Actual	Estimates (billions) Carter	Reagan	
	1980	1981	1982	Change
National defense	135.9	184.4	188.8	+4.4
International affairs	10.7	12.2	11.2	-1.0
General science, space and technology	5.7	7.6	6.9	-0.7
Energy	6.3	12.0	8.7	-3.3
National resources and environment	13.8	14.0	11.9	-2.1
Agriculture	4.8	4.8	4.4	-0.4
Commerce and housing credit	7.8	8.1	3.1	-5.0
Transportation	21.1	21.6	19.9	-1.6
Community and regional development	10.0	9.1	8.1	-1.0
Education, training, employment and social services	30.8	34.5	25.8	-8.7
Health	58.2	74.6	73.4	-1.2
Income security	193.1	255.0	241.4	-13.6
Social security (OASDI)	(117.1)	(159.6)	(154.8)	(-4.8)
Other	(76.0)	(95.4)	(86.6)	(-8.8)
Veterans benefits and services	21.2	24.5	23.6	-0.9
Administration of justice	4.6	4.9	4.4	-0.5
General government	4.5	5.2	5.0	-0.2
General purpose fiscal assistance	8.6	6.9	6.4	-0.5
Interest	64.5	89.9	82.5	-7.4
Allowances	—	1.9	1.8	-0.1
Undisturbed offsetting receipts	-21.9	-31.9	-32.0	-0.1
Total budget outlays	579.7	739.3	695.3	-43.9

THE BALANCING ACT ON THE FEDERAL BUDGET BEGINS

to account for another 50 percent of the budget outlays, leaving only 20% for other budget outlays.

As it stands now, it would appear that government responsibilities for areas like housing, welfare and education would then be forced away from Washington and back to state and local governments.

Moderate income individuals, it appears, will fare about the same, except for cuts that might affect them when they go to apply for tuition assistance plans to help them send their youngsters through college and similar social programs, which will be more restricted.

The middle class, the largest element in the population, would continue to pay federal taxes at about today's rate, and the federal programs that primarily benefit the middle class should remain largely intact.

Of the more than 13.8 billion in additional cuts detailed in mid-March, many are aimed at regulatory agencies, including the Occupational Safety and Health Administration, which stands to lose 9,000 of its 70,000 inspectors.

Of particular interest to Teamsters and other workers will be cuts in the unemployment compensation program, which would result in about one million people being denied benefits in whole or part next year by budget cuts and rule changes," according to Secretary of Labor Ray Donovan.

In testimony before the House public assistance subcommittee in defense of the proposed budget cuts Donovan said that the Reagan proposals could save about $1.4 billion if adopted by lifting the unemployment levels above which the government pays an extra 13 weeks of benefits to those who have used up their basic 26 weeks and are still without work; by requiring workers to take any available job or lose benefits after 13 weeks instead of allowing them to turn down jobs paying less than their old ones and by denying benefits to those who voluntarily leave the armed forces and are unable to find a job afterward.

Throughout the federal agencies, similar regulations changes are being proposed.

The Reagan budget is necessarily aimed at fighting inflation and stimulating economic growth, in the process trying to hold down taxes and provide more funds for investment.

In the end, Congress will act after listening to the American people. The administration maintains that letters to the White House are running 100 to 1 in favor of the proposed budget changes.

Voters' desires and concerns, expressed to their legislators, however, will have the greatest impact.

As things stand now, Congress has promised quick action on the budget proposals.

In the House, Democrats and Republicans reached a rare joint agreement over handling the budget, under which the House anticipates final action on program cuts for fiscal 1982 by July 15, with approval sooner for a package of $16.5 billion in rescissions and deferrals for money set to be spent before the 1981 fiscal year ends September 30.

The Senate schedule also calls for completion of the spending cuts by mid-July, but the Senate plans to start more swiftly. Senate Budget Committee mark-up of program reduction instructions to various legislative committees already had begun by mid-March.

The Senate expected to pass the instructions by April 15, while the House, tying cuts to the 1982 budget resolution and following a more deliberate course, planned to pass its committee instructions by the end of April.

Under this so-called "reconciliation" process, legislative committees are instructed by both houses, based on recommendations from their budget committees, to make overall dollar savings in programs under their jurisdictions.

The committees are given a deadline to come up with specific savings, and these savings are then enacted in a package by Congress.

TEAMSTERS ARE IN HIGH



Teamsters,
Colleen, Don, and I hope you'll be watching us on the Easter Seal Telethon Saturday, March 28, and Sunday, March 29.
Help us help others by your contribution.
Gratefully,
Pat Boone, Don Kirshner and Colleen Finn

GIVE TO Easter Seals®

GEAR FOR EASTER SEALS

AS THIS COPY of *The International Teamster* was being delivered to readers, the 1981 National Easter Seal Telethon was getting ready to air from Hollywood, California, and New York, and Teamsters nationwide were abuzz with excitement over the many ways they had become involved with this year's campaign.

In most of the 131 cities where the telethon would air, Teamsters would be among the local presenters of donations and sponsors of telethon time. But those few minutes on the television screens of their areas couldn't give them nearly enough time to describe the hours and days and weeks and months of planning that went into raising the donations they presented on behalf of Teamsters in their area.

Likewise, on the national portion of the telethon, viewers wouldn't be able to detect from the Teamsters' representatives all the excitement and enthusiasm that had been generated throughout the union among Teamsters as they responded to the call to help.

And it was a total effort among our brothers and sisters!

Down in New Orleans, La., for example, Mitchel Ledet, secretary-treasurer of Teamsters Joint Council 93, and other area Teamsters approached Governor David C. Treen about the Teamsters' effort. Governor Treen proceeded to declare the month of February, 1981, as "Teamsters Easter Seal Express Month" in the State of Louisiana, giving statewide recognition to the good work the Easter Seal people do.

That was indicative of the response everywhere. Teamsters really opened up their hearts and sought to become involved, in this, our third year of assisting this great charitable cause.

Now, all the International Brotherhood of Teamsters and its officers can add is a heartfelt, "Thanks, Brothers and Sisters!"

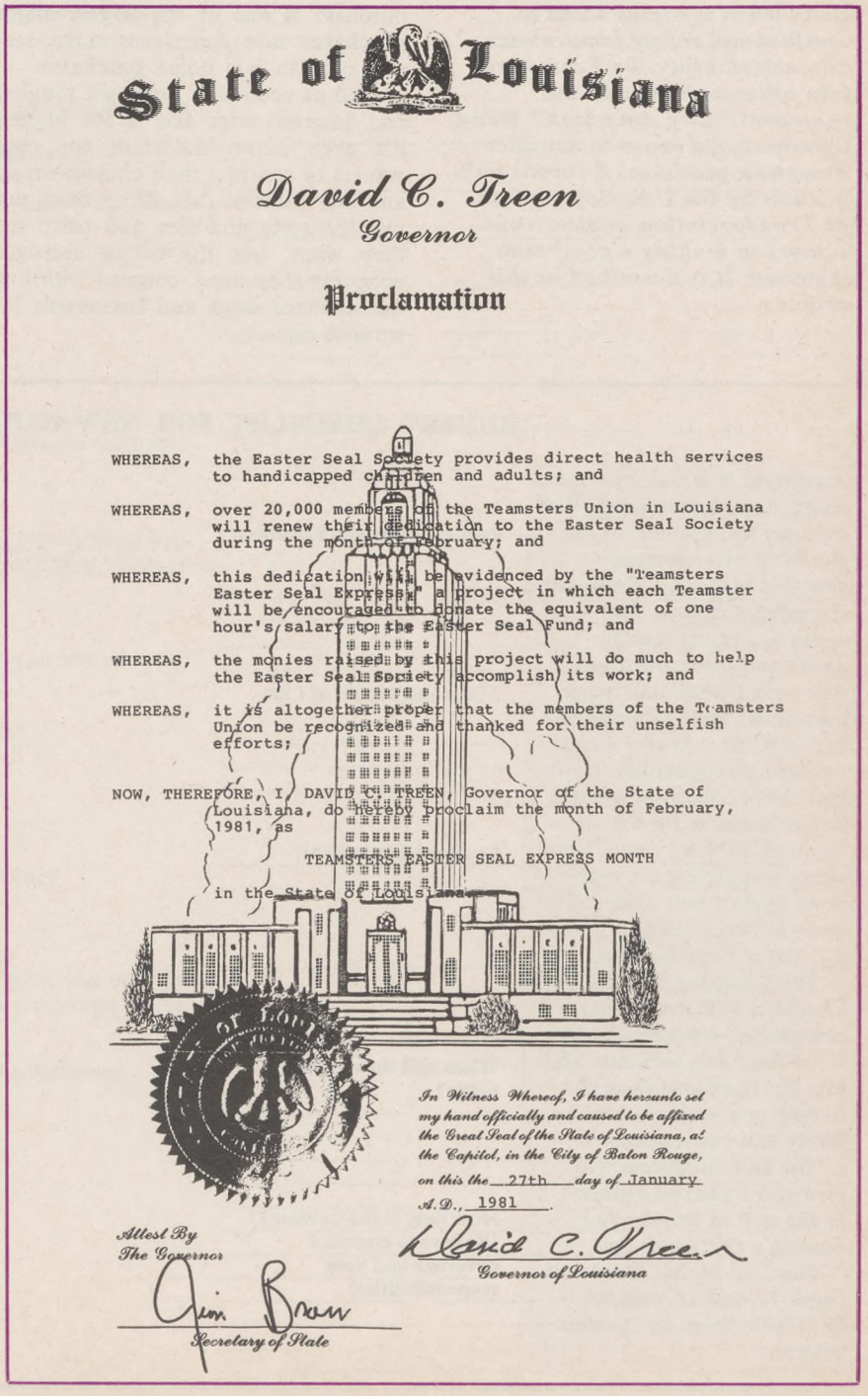
You helped fill a great need and showed yourselves to the nation as the thoughtful and generous union members you really are.

If you get the chance, tune in and watch Telethon hosts Don Kirshner and Pat Boone, along with Poster Child (and Teamster tot) Colleen Finn, as they welcome union representatives on the air and receive our contributions.

And if you're too busy and accidentally miss the telethon, remember that all contributions will still be gratefully accepted if you'll just send them along. Mail them to:

The National Easter Seal Society
2023 West Ogden Avenue
Chicago, Illinois 60612

And be sure to tell them you're a Teamster—because your union is really proud of you!



State of Louisiana

David C. Treen
Governor

Proclamation

WHEREAS, the Easter Seal Society provides direct health services to handicapped children and adults; and

WHEREAS, over 20,000 members of the Teamsters Union in Louisiana will renew their dedication to the Easter Seal Society during the month of February; and

WHEREAS, this dedication will be evidenced by the "Teamsters Easter Seal Express," a project in which each Teamster will be encouraged to donate the equivalent of one hour's salary to the Easter Seal Fund; and

WHEREAS, the monies raised by this project will do much to help the Easter Seal Society accomplish its work; and

WHEREAS, it is altogether proper that the members of the Teamsters Union be recognized and thanked for their unselfish efforts;

NOW, THEREFORE, I, DAVID C. TREEN, Governor of the State of Louisiana, do hereby proclaim the month of February, 1981, as

TEAMSTERS EASTER SEAL EXPRESS MONTH

in the State of Louisiana.

In Witness Whereof, I have hereunto set my hand officially and caused to be affixed the Great Seal of the State of Louisiana, at the Capitol, in the City of Baton Rouge, on this the 27th day of January A.D., 1981.

David C. Treen
Governor of Louisiana

Attest By
The Governor

Jim Brown
Secretary of State

THE CAR BOOK



American Cars Rate as Safer

With auto import quotas possibly looming on the horizon and all those shiny new American models beckoning from dealers' showrooms, it's nice to know that American-made automobiles more than hold their own in competition with foreign models, especially when it comes down to comfort and safety factors such as crash stability. As Teamsters join other unionists in the resurgent "Buy American" trend, it makes good sense to consider American products. A recent publication by the U.S. Department of Transportation advises consumers in making a good auto selection. It is described in this article.

Eyeing that sleek, shiny new beauty in the dealer's window, admiring its lines and thrilling at its performance features and accessories, the last thing most of us want to think about are the pros and cons of buying that car we admire so.

But the fact is that an automobile purchase is one of the largest major purchases most Americans make, second only to our home purchases.

And as economic times get tougher and interest rates rise a lot higher, it's even more important for consumers to consider their choices wisely and buy vehicles that afford them not just the style and size and price tag they want, but the safety and gas economy they need, coupled with low maintenance costs and reasonable insurance rates.

A new publication, published recently by the Department of Transportation's National Highway Traffic Safety Administration, details in a concise and colorful format everything we need to know when considering a prospective car purchase.

It could be called "everything you ever needed to know about buying a car," but it's actually titled "The Car Book: A Consumer's Guide to Car Buying."

In 1979, Americans spent more than $75 billion on new car purchases, pouring an additional $50 billion dollars into car maintenance and repairs. In all, we spent more than $220 billion dollars on automobile transportation, continuing the great American love affair with this form

(Continued on page 16)

BUYER'S CHECKLIST FOR NEW CAR BUYERS

A new car is a major investment. Comparison shop. Visit as many showrooms as you can. Test drive the cars you're considering. Compare the safety features, fuel economy, price, maintenance and insurance costs. Ask your friends and neighbors about their experiences with similar cars and about the dealer's reputation. Call your local consumer agency, Better Business Bureau or local AUTOCAP to see how many complaints are registered against that dealer. The more information you have, the better your decision.

The following Buyer's Checklist will make your comparison shopping easier. It contains two sections. The first has questions designed to help you evaluate a car's safety and convenience.

The second section will give you a general estimate of the cost of buying and owning a particular car.

The Purchasing Guide on pages 17 and 18 contains DOT's findings on specific vehicles.

	CAR 1	CAR 2	CAR 3
Dealer Name and Location:			
Make and Model of Car:			
Optional Equipment:			
When will the car be ready?			
How long is the warranty? (Be sure to compare coverage and your responsibilities)			

SAFETY AND CONVENIENCE

	CAR 1	CAR 2	CAR 3
General			
Is the passenger capacity and number of seat belts adequate?			
Is the baggage/cargo capacity adequate?			
Can you easily load or unload items from the trunk or other cargo area?			
Are you satisfied with the quality and design of the car? (Do the doors fit well, for example?)			
Does the dealer have a good reputation for customer service?			
Occupant Protection			
Did the car pass the NHTSA Crash Test Program?			
If adjustable, can the headrests be set so the center of the headrest is just above the center of your head?			
Does the steering wheel have a large padded hub?			
Is the fuel tank located forward or above the rear axle, minimizing the chance of leakage in a rear-end collision? (Ask the dealer.)			
Dashboard Features			
Can you easily identify, locate and operate the car controls in the daylight and at night?			
Is the dashboard free of sharply protruding knobs and controls?			
Is the dashboard well padded in the area where your face, knees or chest would hit in an accident?			
Is the car equipped with visual dashboard displays to monitor:			
• brake wear			
• door ajar			
• exterior lights			
• fluid levels			
Seats and Doors			
Are the doors free from hard protrusions or sharp edges?			
Are the doors and roof pillars padded? (Pillars are the metal structures which support the roof.)			
Visibility:			
Is your vision free from obstructions or blind spots when you use the rearview mirror or when you turn your head in either direction?			
Is a right side-view mirror available?			
Is a rear window defogger available?			
Do the side marker lights flash when the turn signals are on?			
Maintenance:			
Is the preventive maintenance cost acceptable?			
Is the cost of the nine repair items acceptable?			
Are the tire changing tools easy to find?			
Fuel Economy			
Is the estimated mpg acceptable?			
Will the options you want decrease fuel economy?			
Miscellaneous:			
Are the tire grades satisfactory?			
Does the car have adequate towing capability if you need it?			
Can you quickly move your foot from the accelerator to the brake pedal?			
After a Test Drive, Were You Satisfied With The Following:			
Ease of entering and exiting the car			
Seat belt comfort and ease of use			
Starting			
Acceleration			
Braking			
Cornering			
Turning Radius			
Steering effort			
Ride comfort			
Noise level			
Visibility, including from mirrors			
Parking			

CAR BOOK *(Continued)*

of transportation. The Car Book tells consumers how to get the best buys for those dollars.

But the volume also pays attention to the safety features of various vehicles and how they will protect the passengers.

NHTSA monitors the grisly auto accident statistics and knows that in 1979, for example, 51,000 people were killed and four million were injured in crashes. That's one person killed every 10 minutes and someone injured every 9 seconds. On the average, NHTSA reminds us, each of us can expect to be in a serious crash at least once every 10 years. So, when we're making a car purchase, it makes good sense to buy a vehicle that can offer us some protection, and happily, judging from NHTSA's recent crash studies, most of these vehicles are American-made!

AMERICAN CARS SAFER

In 1979, DOT began an experimental crash test program to see which vehicles currently being manufactured could exceed 30 mph safety standards for crash stability. The cars were crashed into concrete barriers at 35 mph, with an impact simulating that that would occur if two identical cars hit head-on, each traveling at 35 mph.

The test results of those participating vehicles indicated that only six of the cars tested—Cadillac Seville, Chevrolet Citation, Dodge Mirada, Ford Mustang, Ford Thunderbird, and the two-door Plymouth Horizon —passed all of the tests, while four others—the Buick Riviera, Chevrolet Chevette, Fiat Strada, and Oldsmobile Cutlass Supreme—passed occupant protection tests at 35 miles per hour, but failed in at least one other category.

The book notes that a 4,000 pound car is twice as safe as a 2,000 pound car, when overall fatality rates are considered, with subcompacts being the least safe of the four major models—large, intermediate, compact and subcompact—and the Japanese and European cars testing out as the least safe.

In special color-coded chapters, the Car Book also tells you: Which cars have low maintenance costs; how cars performed in crash tests; which cars get insurance breaks and which are charged extra; how to get help if there's something wrong with your car, and what you need to know about buying a used car, along with how to find out about safety defects and recalls.

In synopsis form, the Car Book also describes most of the major vehicles on the highway today and rates them in terms of various factors, including crash test results, safety belt comfort and convenience, fuel economy, preventive maintenance cost, repair cost, accident repair cost and insurance cost (that guide is provided here for members); it also offers helpful hints on what to look for when considering a new car purchase (this chart, too, is included on pages 17 and 18).

Members interested in obtaining a single copy of this informative publication can obtain one by writing: The Car Book, Pueblo, Colo., 81009. While distribution is on a first-come, first-served basis, there is no charge.

OWNING AND OPERATING COSTS

	CAR 1	CAR 2	CAR 3
Initial Costs:			
Base Price	$_____	$_____	$_____
Dealer Preparation	$_____	$_____	$_____
Optional Equipment	$_____	$_____	$_____
Taxes and Registration Fees	$_____	$_____	$_____
Purchase Price (Total of above)	$_____	$_____	$_____
Subtract Value of Trade-In	$ (_____)	$ (_____)	$ (_____)
Actual Cost	$_____	$_____	$_____
Financing Arrangement			
Down Payment	$_____	$_____	$_____
Monthly Payments	$_____	$_____	$_____
Total Cost of Car with Financing	$_____	$_____	$_____
Cost of Ownership: (3 year—45,000 mile estimate)			
Fuel Cost (Use 10,000 mile estimate based on EPA avg.)	$___×4.5▲ $_____	$___×4.5▲ $_____	$___×4.5▲ $_____
Annual Insurance Premium	$___×3 yrs. $_____	$___×3 yrs. $_____	$___×3 yrs. $_____
State Registration Fees	$___×3 yrs. $_____	$___×3 yrs. $_____	$___×3 yrs. $_____
Preventive Maintenance Cost	$_____	$_____	$_____
Total Operating Cost*	$_____	$_____	$_____

*The total is intended to estimate some of the expenses associated with your new car. Because many expenses are difficult to predict and vary from person to person, you may find that your own costs are different. For example, the total does not include unscheduled repairs, depreciation or finance charges. A detailed worksheet for estimating operating costs can be obtained by writing to the Consumer Information Center, Pueblo, Colorado 81009 for the "Cost of Owning and Operating Automobiles and Vans, 1979."

▲Multiplying the 10,000 mile estimate by 4.5 will give you the approximate cost of fuel for 45,000 miles.

PURCHASING GUIDE

Large



Car	Crash Test Results	Safety Belt Comfort and Convenience	Fuel Economy mpg[1]	Preventive Maintenance Cost[2]	Repair Cost[3]	Accident Repair Cost[4]	Insurance Cost[5]
Buick Electra	Failed	Good	18	Medium	Medium	Low (4 Dr)	Discount
Buick LeSabre	Failed	Fair	19	Medium	Medium	Low (4 Dr)	Discount
Buick Riviera	Passed		16	Medium	High	High	
Cadillac DeVille	Failed	Good	18	Medium	High	Medium (4 Dr)	
Cadillac Eldorado	Passed		17	Medium	High	Medium	Surcharge
Cadillac Seville	Passed		17	High	High	High	Discount
Chevrolet Caprice	Failed	Fair	19	Medium	Medium	Low	Discount
Chevrolet Impala	Failed	Fair	19	Medium	Medium	Low	Discount
Chrysler Cordoba	Passed	Poor	18	Low	Medium	High	
Chrysler LeBaron	Failed	Fair	18	Low	Medium	Medium	Discount
Chrysler New Yorker			17	Low	Low		
Dodge Mirada	Passed	Poor	18	Low	Low	High	
Ford LTD	Failed	Fair	16	Low	Low	Medium	Discount
Lincoln Mark VI				Low	High	High	Surcharge
Lincoln Town				Low	High		
Mercury Marquis	Failed	Fair	16	Low	Low		Discount
Oldsmobile Delta 88	Failed	Fair	19	Medium	Medium	Low	Discount
Oldsmobile 98	Failed		18	Medium	Medium	Low	Discount
Pontiac Bonneville	Failed	Fair	19	Medium	Medium	Medium	Discount
Pontiac Catalina	Failed	Fair	19	Medium	Medium		Discount

Intermediate



Car	Crash Test Results	Safety Belt Comfort and Convenience	Fuel Economy mpg[1]	Preventive Maintenance Cost[2]	Repair Cost[3]	Accident Repair Cost[4]	Insurance Cost[5]
American Motors Concord	Failed		20	High	Low	Low (4 Dr)	Discount
American Motors Spirit			20	High	Low	Medium	
Audi 5000			19	Medium	High		
Buick Century	Failed	Fair	21	High	Medium	Low (4 Dr)	Discount
Buick Regal	Passed		21	High	Medium	Medium	
Chevrolet Camaro	Failed	Poor	19	Medium	Medium	High	Surcharge
Chevrolet Malibu	Failed	Fair	19	Medium	Medium	Low	Discount
Chevrolet Monte Carlo	Passed		19	Medium	Medium	Medium	
Chrysler Imperial			16	Low			
Datsun 280 ZX		Fair	21	High	High	High	Surcharge
Ford Fairmont	Failed	Fair	22	Low	Low	Low (4 Dr)	
Ford Granada			22	Low	Low	Low	
Ford Thunderbird	Passed	Fair	18	Low	Low	High	
Mercedes-Benz 240D, 300D	Failed	Good		High	High		
Mercury XR7	Passed	Fair	18	Low	Low	High	
Mercury Zephyr	Failed	Fair	22	Low	Low		
Oldsmobile Cutlass	Failed	Fair	21	Medium	Medium	Low (4 Dr)	Discount
Oldsmobile Cutlass Diesel	Failed	Fair	23	High	High		
Oldsmobile Cutlass Supreme	Passed		21	Medium	Medium		
Peugeot 505 Diesel	Failed*		29	High	High		
Pontiac Firebird	Failed	Poor	19	Medium	Medium	High	Surcharge
Pontiac Grand Prix	Passed		21	Medium	Medium	High	Surcharge
Pontiac Le Mans	Failed	Fair	21	Medium	Medium	Low	Discount
Pontiac Sunbird	Failed			Medium	Medium	High	
Volvo DL	Failed	Good		High	High		

*Peugeot 504 actually tested.

Empty boxes mean data were unavailable at time of printing.

1. These figures are based on the 1981 EPA fuel economy estimates for cars with automatic transmissions, when available, and the smallest engines available.
2. Based on the manufacturer's recommended schedule.
3. Based on the total cost to repair nine items: water pump, alternator, 2 front brake pads, starter, carburetor, fuel pump, catalytic converter, lower ball joints, transmission.
4. The relative cost of accident claims to insurance companies.
5. Some insurance companies offer discounts and surcharges on particular vehicles.

PURCHASING GUIDE

Compact



Car	Crash Test Results	Safety Belt Comfort and Convenience	Fuel Economy mpg[1]	Preventive Maintenance Cost[2]	Repair Cost[3]	Accident Repair Cost[4]	Insurance Cost[5]
BMW 320i		Fair	27	High	High		
Buick Skylark	Passed	Poor	22	Medium	High	Low (4 Dr)	Discount
Chevrolet Citation	Passed	Poor	22	Medium	High	Low (4 Dr)	Discount
Datsun 200SX	Failed		26	High	Medium	High	Surcharge
Dodge Aries			24	Low	Medium		
Dodge Omni	Passed	Fair	25	Low	Low	Low (4 Dr)	Surcharge
Ford Mustang	Passed	Poor	22	Low	Low	High	Surcharge
Mazda RX7			20	Low	High	High	Surcharge
Mazda 626	Failed	Fair	27	Medium	Medium	Medium	
Mercury Capri	Passed	Poor	22	Low	Low	High	Surcharge
Oldsmobile Omega	Passed	Poor	23	Medium	High	Low	Discount
Plymouth Horizon	Passed	Fair	25	Low	Low	Medium (4 Dr)	Discount
Plymouth Reliant			24	Low	Medium		
Pontiac Phoenix	Passed	Poor	22	Medium	High	Low (4 Dr)	Discount
Toyota Celica	Failed	Poor	25	Medium	Medium	High	Surcharge
Toyota Corona			25	Medium	Medium	Medium	

Subcompact



Car	Crash Test Results	Safety Belt Comfort and Convenience	Fuel Economy mpg[1]	Preventive Maintenance Cost[2]	Repair Cost[3]	Accident Repair Cost[4]	Insurance Cost[5]
Chevrolet Chevette	Passed	Poor	26	High	Medium	Low (4 Dr)	Discount
Datsun 210	Failed	Fair	29	High	Low	Medium	
Datsun 310	Failed	Poor	32	High	Medium	High	
Datsun 510			27	Medium	Medium	High	
Dodge Colt	Failed	Fair	28	Low	Medium	Medium	Surcharge
Fiat Strada	Passed	Poor	26	Medium	Medium		
Ford Escort			35*	Low	Medium		Discount
Honda Accord			24	Medium	Low	Medium	
Honda Civic 1.5	Failed		29	Medium	Low	Medium	
Honda Prelude	Failed		24	High	Low	High	Surcharge
Mazda GLC			30	Low	High	High	Surcharge
Mercury Lynx			35*	Low	Medium		Discount
Plymouth Champ	Failed	Fair	28	Low	Medium	High	Surcharge
Renault Le Car	Failed		27	High	High	High	Surcharge
Subaru DL GLF	Failed	Poor	25	High	Medium		Surcharge
Toyota Corolla	Failed	Fair	27	Medium	Medium	High	Surcharge
Toyota Tercel	Failed	Fair	29	High	Low	Medium	Surcharge
Volkswagen Jetta		Fair	25	Medium	Medium		
Volkswagen Rabbit	Failed	Fair	25	Medium	High	Low	Surcharge
Volkswagen Rabbit Diesel	Failed	Fair	42	Low	High		

*Based on manual transmission, because MPG for cars with automatic transmissions was unavailable at time of printing.
Empty boxes mean data were unavailable at time of printing.

1. These figures are based on the 1981 EPA fuel economy estimates for cars with automatic transmissions, when available, and the smallest engines available.
2. Based on the manufacturer's recommended schedule.
3. Based on the total cost to repair nine items: water pump, alternator, 2 front brake pads, starter, carburetor, fuel pump, catalytic converter, lower ball joints, transmission.
4. The relative cost of accident claims to insurance companies.
5. Some insurance companies offer discounts and surcharges on particular vehicles.

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

'THE VIEW FROM BEHIND THE WHEEL'

THE truck driver's view of heavy vehicle design was delivered to the people who design and build the trucks, as IBT Safety and Health Director R. V. Durham presented a paper last month to the Society of Automotive Engineers (SAE) at their international convention in Detroit, Michigan.

Durham's paper entitled "Truck Cab Environment: The View from Behind the Wheel," explored the day to day hazards that truck drivers are exposed to, including excessive noise, vibration, heat and toxic fumes. His point to the SAE gathering was that trucks can and should be of better design.

In reference to the IBT Truck Ride Survey, Durham said, "In a recent survey of over 3,000 drivers, a majority felt that their health problems were related to the cab environment. It is seldom realized that over-the-road trucking is a dangerous occupation." He cited Department of Transportation statistics showing a 46 percent increase in heavy truck occupant deaths between 1975 and 1979 as evidence of part of the danger to drivers.

Aside from the risk of accidents, Durham explained how drivers can be exposed to noise levels above that known to most American workers. The Occupational Safety and Health Administration controls noise above 85 decibels in most industry, he noted, yet truck drivers are routinely exposed to noise exceeding that level, since they are outside OSHA's jurisdiction. These drivers can be exposed to noise levels up to the Bureau of Motor Carrier Safety standard of 92 decibels, a level which can be harmful to hearing.

The hazards do not stop there. "A great deal of attention has been paid to heavy vehicle exhaust emissions," Durham said. He continued, "Unfortunately, the focus of this attention has been on the impact of these emissions upon the environment at large, with relatively scant notice paid to the party most directly affected—the driver."

Excessive vibration is another hazard drivers must face. Durham said, "It should come as no startling revelation that commercial vehicle drivers are exposed to inordinate amounts of vibration and jostling during the course of a 10-hour trip. What remains a mystery are the precise physiological effects of this vibration as well as questions about any impairment of the driver's immediate ability to safely control the vehicle."

Durham cited inadequate cab space as one more area of driver concern. Restrictive state length laws that set limits on the overall length of the vehicle create an economic incentive to shrink the power unit, Durham said. "The inadequate head, leg and belly room that results," he continued, "adds to the unpleasant environment that many drivers have to work in."

In all, Durham's speech and paper were well received by the engineers. Although many of them deal almost exclusively with complex mathematics and computer simulation, they showed appreciation for the flesh and blood problems of the men and women who drive the vehicles they design. Now that they know the problems, perhaps that design can improve.

FORMALDEHYDE: IT'S EVERYWHERE

A SINISTER new player has appeared in the ranks of potential carcinogens encountered by workers and their families. This one, a chemical, is particularly alarming because of its widespread use in homes as well as workplaces.

Formaldehyde, also known as formalin, is widely used throughout industry, with U.S. production at over 6 billion pounds a year. It is utilized in everything from cosmetics, to fuels, to the adhesive in plywood and particle board. One possible source of home exposure, from improperly cured urea-formaldehyde foam insulation, has received nationwide publicity.

On the job, an estimated 1.6 million workers are exposed to formaldehyde, one-third of whom work in medical and health services. Other occupations in which exposure occurs include printing and publishing, paper and wood products, funeral services, photographic studios, and dry-cleaning plants, among others.

Based on studies in which both rats and mice developed nasal cancers, federal agencies have recommended that stringent measures be taken to reduce any workplace exposures. This warning took on added urgency when it was discovered that formaldehyde might possibly be mutagenic, leading to birth defects in the offspring of affected individuals.

Several American and International groups have undertaken further research into the hazard presented by formaldehyde exposure. As more information becomes available the hazardous level of exposure will be set more certainly. For now, workers should recognize the hazard and take steps to protect themselves.

APPEALS COURT CLEARS WAY FOR VEHICLE INSPECTION REPORT REG.

ONE YEAR AGO, new Bureau of Motor Carrier Safety (BMCS) regulations on inspections and maintenance went into effect, in part requiring carriers to place a copy of the previous driver's post-trip vehicle inspection report on the power unit for the review of the next driver.

When that new rule was reported in the May 1980 *International Teamster,* we also noted that the United Parcel Service and the American Trucking Associations had brought suit against BMCS, seeking to either strike down the "on-board" requirement, or obtain an exemption for UPS. The International Union immediately entered the lawsuit on behalf of our members.

The wheels of justice may turn slowly, but they do turn. In an order filed only six working days after oral arguments were heard, a three judge panel of the Court of Appeals for the District of Columbia Circuit unanimously denied the UPS-ATA petition for review and upheld the validity of the BMCS regulation.

The court's decision took only three paragraphs to dismiss the UPS-ATA claims. The court found the rule to be "reasonably related to the safe operation of vehicles." In refusing the UPS petition for exemption, the court said: "In view of the diverse practices of motor carriers, it is not unreasonable to refuse to grant the requested alterations and exemptions."

The same court had earlier refused to grant a UPS request to suspend the rule until the outcome of this case, so this decision only confirms the "on-board" requirement that has been in effect since April 1, 1980.

Teamster officials involved in the case were pleased with the decision. IBT Safety and Health Director R. V. Durham called the decision a "great stride for safer trucks," adding that "Now drivers are assured access to the observations of the previous driver. He can see whether the carrier has certified that needed repairs have been made. Armed with this knowledge, he is better equipped to make certain his vehicle is in safe operating condition.

The IBT attorney who argued the case, Roland P. Wilder, Jr., was also satisfied with the decision. "It is significant that the court issued a decision so quickly and with unanimity," Wilder said, "Apparently they agreed with our arguments."

In that oral argument, the Government attorney made the case for the reasonableness of the rulemaking, while Wilder tried to show the court how the rule would help drivers keep unsafe vehicles off the road. Judging by the court's decision, these two arguments combined were very persuasive indeed!

The rule as affirmed by the Court:

§ 396.11 Driver vehicle inspection report(s).

(a) Report required—Every motor carrier shall require its drivers to report, and every driver shall prepare a report in writing at the completion of each day's work on each vehicle operated and the report shall cover at least the following parts and accessories:

—Service brakes including trailer brake connections
—Parking (hand) brake
—Steering mechanism
—Lighting devices and reflectors
—Tires
—Horn
—Windshield wipers
—Coupling devices
—Rear vision mirrors
—Wheels and rims
—Emergency equipment

(b) Report content—The report shall identify the motor vehicle and list any defect or deficiency discovered by or reported to the driver which would affect safety of operation of the motor vehicle or result in its mechanical breakdown. If no defect or deficiency is discovered by or reported to the driver, the report(s) shall so indicate. In all instances, the driver shall sign the vehicle inspection report. On two-driver operations, only one driver needs to sign the report, provided both drivers agree as to the defects or deficiencies. If a driver operates more than one vehicle during the day, a report shall be prepared for each vehicle operated.

(c) Corrective action—Prior to operating a motor vehicle, motor carriers or their agent(s) shall effect repair of any items listed on the vehicle inspection report(s) that would be likely to affect the safety of operation of the vehicle.

(1) Motor carriers or their agent(s) shall certify on the report(s) which lists any defect(s) or deficiency(s) that the defect(s) or deficiency(s) has been corrected or that correction is unnecessary before the vehicle is again dispatched.

(2) Motor Carriers shall retain the original copy of each vehicle inspection report and the certification of repairs for at least 3 months from the date the report was prepared.

(3) A legible copy of the last vehicle inspection report, certified if required, shall be carried on the power unit.

(d) Exemption—The rules in this section shall not apply to lightweight motor vehicles, to drive-away-tow-away operations as specified in § 396.15, or to any motor carrier operating only one (1) motor vehicle.

§ 396.16 Driver inspection.

Before driving a motor vehicle, the driver shall—

(1) Satisfy himself that the motor vehicle is in safe operating condition;

(2) Review the last vehicle inspection report required to be carried on the power unit, and;

(3) Sign the report to acknowledge that the driver has reviewed it and that there is a certification that the required repairs have been performed. This signature does not apply to listed defects on a towed unit which is no longer part of the vehicle combination.

ACTIVE IBT LOCALS

ORLANDO, FLORIDA

Teamster Retires To Enjoy Fla. Sun & Fun

When Mrs. Marjorie J. Rutledge retired from her job as an office clerk at Central Truck Lines, Inc. after more than 30 years on staff, brother and sister Teamsters couldn't let her go without doing something special in her honor. Here, she displays the beautiful plaque presented to her by Local 385's officers and members for her years of service to the company and as a union member.



CHATTANOOGA, TENNESSEE

Teamster Veteran Dies; Members Mourn His Loss

For 30-year Teamster veteran William Test, death came suddenly recently with a massive heart attack, leaving Local 515 members who had known him during his years of service as a job steward, local recording secretary, secretary-treasurer, twice as president, and most recently as a business agent, in shock to mourn his demise. Death came just weeks after the Teamster veteran's retirement.

For Local 515 member Georgia Finch, a steward for more than 600 Teamsters employed at the Cavalier Corporation, grief was best expressed with this beautiful poem, written in tribute to a leader she admired, a man who, in the words of Local 515 President Bobby Logan, "was totally dedicated to the causes of organized labor and his local union."

'HE WAS A MAN'

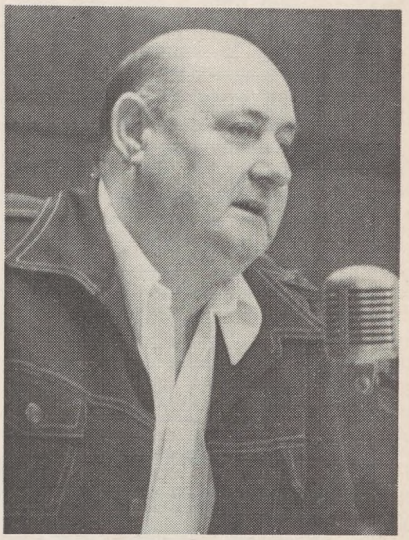
He was a man,
Who stood very tall,
Yet he was humble enough,
To love us one and all.

He was a man,
who worked all his life, you see,
Just to get us better jobs,
And to live in dignity.

He was a man,
Who could joke and laugh all day,
And turn around and shed big tears,
When he thought the Union was going astray.

He was a man,
Whom we loved very dear,
He will be in our thoughts,
He will be in our hearts,
And his spirit will always be here.

He was a man,
Who helped make the Union what it is today,
He loved it like a father loves a son,
And worked hard to keep it that way.



This man was Bill Test,
A very good friend of mine,
There will never be anyone like him,
He was just one of a kind.
"He was a man."

—GEORGIA FINCH

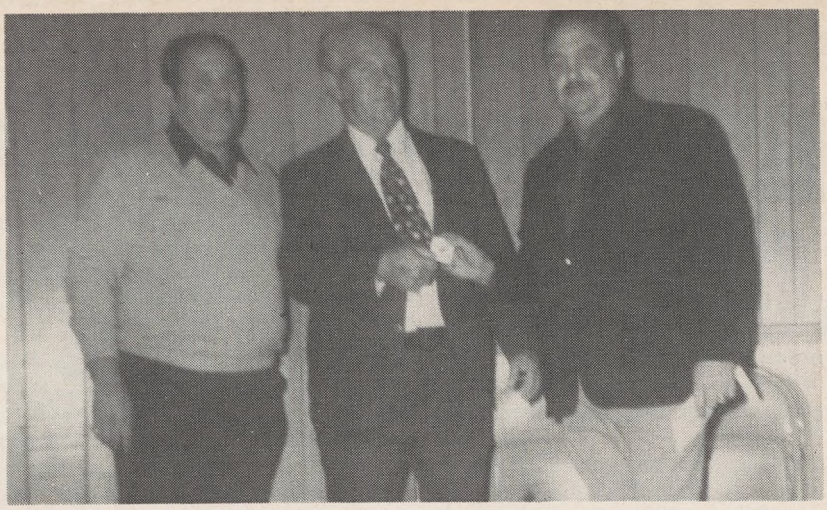
NASHVILLE, TENNESSEE

Local 327 Officers Take Office

Teamster DRIVE representatives are out scouring the country all the time for new members to sign up for the union's DRIVE political action program. We're proud to say that the new executive officers of Teamster Local 327 down in Nashville, Tenn. are ALL lifetime DRIVE members. Shown here are the local's officers including, from left: E. B. Adams, secretary-treasurer; Walter Thompson, vice-president; Carmack Allen, recording secretary, and Billy R. Burrows, trustee. Seated is Dempsey Newell, president and business manager of the Teamsters' affiliate.



ACTIVE IBT LOCALS



NASHVILLE, TENNESSEE

This Teamster's Service Spans Four Decades

Teamster Perry H. Canaday (center), a charter member of Tennessee Teamster Local 327 and former business representative for both Teamster Locals 480 and 327, is proud of his union membership and of the 30-year pin he's shown here receiving from Local 327 President Dempsey Newell (right) and Southern Conference Organizer Chuckie O'Brien (left). Canaday has spent much of his career working as an organizer traversing the country to boost the union's membership. This and his over-the-road work to promote the signing of DRIVE authorization cards are two of his most proudly remembered accomplishments. Brother Canaday comes from a Teamster family, too. His brother William, a member of Local 480 retired from T.I.M.E.-D.C., Inc., has been a Teamster for 42 years.

SACRAMENTO, CALIFORNIA

East Texas Teamster Members Are Honored

Six Teamsters employed by East Texas Motor Freight System were honored at a special breakfast in their honor with plaques and million mile belt buckles in recognition of their outstanding safety records.

Teamster Local 150 member Nick Shandrew received special recognition for his three million accident-free miles of driving, while Teamsters Babe Holtsman, Dick Goodwin, Frank Mallory, Harry Sinetos and Local 150 Business Agent Chuck Brooks (a former employee of the trucking company) all received awards for one million miles of accident-free driving.

As drivers for E.T.M.F., all these men routinely haul dangerous loads such as explosives, volatile chemicals and flammable materials, making their jobs even more dicey and their safety records all the more commendable.

Another Teamster commended at the breakfast was E.T.M.F. cashier Isabelle Rouse, who received a special diamond and ruby pendant in recognition of her 30 years of service to the company.



Gathered at the East Texas ceremony honoring Teamster Local 150 members and million milers were, from left to right, standing: Local 150 Business Agent Howard Rush, Terminal Manager Bud Tisdale, Operations Manager Phil Bates, Safety Director Cliff Fowlkes, Drivers Nick Shandrew, Babe Holtsman, Dick Goodwin and former East Texas employee and Local 150 Business Agent Chuck Brooks. Seated are, from left: Drivers Frank Mallory, Harry Sinetos and Dispatcher Bob Costa.

LOS ANGELES, CALIFORNIA

PSA Flight Attendants Have Their First Contract

It was a long, hard struggle, but 735 PSA flight attendants covered by a new agreement just negotiated for them by Teamster Local 2707 of Los Angeles know every minute of effort was well worth it.

The airline employees recently ratified their first union contract, culminating months of negotiations that began in March 1980, after they first voted to go Teamster.

Everything came down to a final marathon negotiating session which began Monday morning, January 26, 1981, when negotiators walked into PSA headquarters offices, not to emerge again until Wednesday of that week at 5:15 a.m., with completed agreement in hand.

That agreement would later be ratified by PSA employees, at three ratification meetings around the state, by an overwhelming 98% majority.

High point of the agreement was the substantial increase in wages, which was retroactive to Feb. 28, 1980. There also were improvements in longevity pay, incentive pay, "deadheading" pay, holding pay, international pay and in per diem rates. The group also won improvements in working conditions that encompassed moving expenses, travel allowances, increased vacation days, sick leave and insurance improvements, along with an airline industry precedent-setting prepaid legal plan and other improved health and welfare benefits.

The agreement takes these flight attendants from among the lowest hourly rated employees in the industry to among the highest, the negotiating committee proudly notes. Nine years of going it alone as independents had sent them nosediving to that low point before the Teamsters arrived on the scene to assist them.

Heading the negotiating committee that brought back the successful pact, under the direction of Local 2707 Secretary-Treasurer Marv Griswold, was Charles "Chuck" Woods, IBT Airline Division representative, assisted by Local 2707 representative Gil Oakes, and PSA flight attendants Nancy Price, Ken Daugherty and Jamesa Selleck, three of the original organizers of the PSA unit.

Said the team of the grueling last minute negotiations that resulted in final contract language: "It was about 10 o'clock Tuesday night and we knew we were almost there. We saw the signs . . . the papers were being shuffled . . . you could just feel the movement . . . we knew this was really going to be it."

The group emerged from the room, exhausted but exuberant, their eyes red-rimmed and bloodshot, a little incoherent but confident that they had done it—had produced a good contract, one the flight attendants would be glad to accept.

Some formidable obstacles had threatened that success along the way, including protracted negotiations by PSA's pilots on their own pact and a seven-week pilots' strike that heightened tensions at the table for a time and postponed talks over some imporant topic areas until after the pilots' talks had been concluded.

But succeed they did, as negotiator Nancy Price said, thanks in part to the excellent support received from members of the unit and other PSA personnel.

"Other airlines' personnel try to make it as independents, but we can tell them from experience that they will have a hard row. . . . The bottom line is, you need another group or groups of employees to support you," she noted. "Let's face it, we can be replaced. But when you have the backing, as we do, of customer service and reservation agents, the mechanics and fuelers who gave us total support—you have a support system that is unbeatable."

Giving praise to the union and especially chief negotiator Chuck Woods, "a walking computer and a brilliant negotiator," PSA's Jamesa Selleck concluded: "We are all very proud of PSA. We all made out well—and the company's pleased, too. . . ."



ACTIVE IBT LOCALS

LOS ANGELES, CALIFORNIA

Teamster Endangers His Life To Save Others

What would you do if you saw a house burning—get involved or keep on going?

Teamster Local 595 member Al Chambers didn't even pause to think twice when that event presented itself to him as he was on his way to work at the Knudsen Company's Los Angeles plant recently. He saw and he acted.

The Santee Load and Check employee was driving down the road when he suddenly saw thick smoke pouring from a small one-story stucco house nearby. Pulling in front of the house, the alert Teamster noticed flames behind the front window, and without pausing to think, jumped from his car to offer assistance.

Looking for a garden hose with which to douse the flames and finding none, Chambers ran to the back of the house. There he discovered elderly Mrs. Althea Smith trapped with one foot inside and one outside a window of the house.

"She cried for me to help her, and yelled that her husband was still inside the house," Chambers recalled later.

After freeing Mrs. Smith from the window, he ran to the front door, but found it blocked by flames. Finding the back door locked also, he quickly ran to the french doors at the side of the house and kicked them in, only to be faced with smoke "so thick you couldn't see your hand in front of your face," according to fire department captain Andrew Kuljis, who later arrived on the scene.

"I couldn't even walk in," said Chambers. "Then, suddenly my Navy firefighting training came back to me and I remembered to stay low."

Crawling on his hands and knees, Chambers found Clarence Smith unconscious on the floor in the hall, and grabbed him by the hands, dragging him to safety. "I just said to myself, 'you've got to save this man,' so I didn't panic," Chambers recalled.

Several minutes later, paramedics and firemen arrived on the scene. Al left his name and number with Mrs. Smith—and went on to work as usual!

"I was cuttin' it close, but I wasn't late," said Chambers. "I don't like to take the day off unless it's urgent business."

For his actions on that "normal" day, the modest Teamster earned high praise not only from his employer, but also from the Los Angeles City Fire Department, where Captain Kuljis had nominated the Teamster for the prestigious "Award for Meritorious Conduct by a Civilian," the department's highest civilian honor, for his actions.

"I never thought to be afraid," said Chambers. "I was passing by the house, and it just so happened I got involved."

Teamsters, like his employer and the L.A. fire department, are proud Chambers cared enough to get involved. This world could use more people like Al Chambers.

Here, Chambers (right) receives the Los Angeles City Fire Department's "Award for Meritorious Conduct by a Civilian" from Capt. Andrew Kuljis.





SACRAMENTO, CALIFORNIA

Cannery Workers Elect New Officers

Delegates to the Teamsters California State Council of Cannery and Food Processing Unions recently met in session and reelected officers for a new term in office. Swearing the leaders into office during one of the Council's regular meetings recently was IBT Vice President George E. Mock. Shown following their induction are, from left: Dudley Lightell, sergeant-at-arms; Vice President Mock; Robert Britt, trustee; William Cabral, vice president; Freddy Sanchez, secretary-treasurer; George Moffatt, president; Oliver Jackson, trustee; Ronald Harrison, trustee, and Alex Luscutoff, recording secretary.

LOS ANGELES, CALIFORNIA

Coors Beer Boycott Continues on West Coast

Although Teamsters in other areas of the country may sometimes forget about it (not having access to the product), Southern California Teamsters affiliated with Joint Council 42 reminded brother and sister Teamsters recently that their boycott of Coors beer is still very much alive.

In fact, Joint Council 42's Coors Boycott Committee, headed by Local 896 Secretary-Treasurer Guy Lewis, has been doing some very ambitious things lately to keep the public's recognition of the boycott alive. On Saturday, February 21, readers of the Los Angeles *Times* newspaper opened their sports pages to find a full-page Teamsters' Coors Boycott Committee advertisement urging them to support the boycott.

In recent months, the group also has hired an airplane to flash on an electronic nite sign telling hundreds of thousands of visitors to the New Year's Eve Rose Parade to "Boycott Coors," has placed "rolling advertisements" on hundreds of Southern California rapid transit district public buses, has printed and distributed more than 500,000 "Boycott Coors" bumper stickers, has conducted several city-wide rallies for support and has sponsored radio advertisements describing the boycott, among other things.

Teamsters throughout the union are reminded why they shouldn't buy Coors' beer by this advertisement, which has recently appeared in a number of publications throughout California. If you can buy Coors in your area of the country, please don't!

Please...

DON'T BUY COORS BEER!

In early 1977, organized labor across America, representing more than 20 million working men and women in the AFL-CIO and the Teamsters, launched a nationwide boycott of Coors Beer produced by the Adolph Coors Brewery of Golden, Colorado. Shortly after the beginning of the program urging the American public to refrain from purchasing Coors Beer, virtually every public interest group across the country concerned with workers' rights and human dignity joined the boycott and the denunciation of the Coors anti-people dynasty.

The bottom line reason for the boycott was, and remains, basically simple: Coors is not worthy of the patronage of American dollars because of its vicious harrassment of minorities, unions, working people, persons with alternative lifestyles and any political credo different from that of the Coors family. And the Coors Brewery actualized its beliefs through its vicious tactics both at its Colorado Brewery and here in Southern California among heretofore union Coors beer delivery drivers.

At its brewery, Coors routinely conducted personal locker searches, imposed lie detector tests, refused to hire women and minorities, and had a pre-employment questionnaire which delved into such areas as a person's sexual proclivities. The Brewery Union struck the company on April 5, 1977. In Southern California virtually every Coors employee delivery job covered under union contracts **went down the drain**—and along with it pension credits, health and welfare coverage for workers and their families and other benefits. Coors directed a massive takeaway of union negotiated benefits at area beer distributorships from its out-of-state corporate headquarters in Colorado. Its sole purpose: to put its workers in a totally subservient, dependent position. The issues that prompted the boycott in 1977 still exist. Other peripheral issues concerning Coors which you may be interested in, include:

√ COORS BEER IS NOT PASTEURIZED AND REQUIRES CONSTANT REFRIGERATION.

√ COORS BEER IS FILTERED THROUGH ASBESTOS DURING ITS MANUFACTURE!

Hundreds of working people who have been thrown out of their jobs and had their lives destroyed by Coors ask you not to buy this product of a vicious corporation.

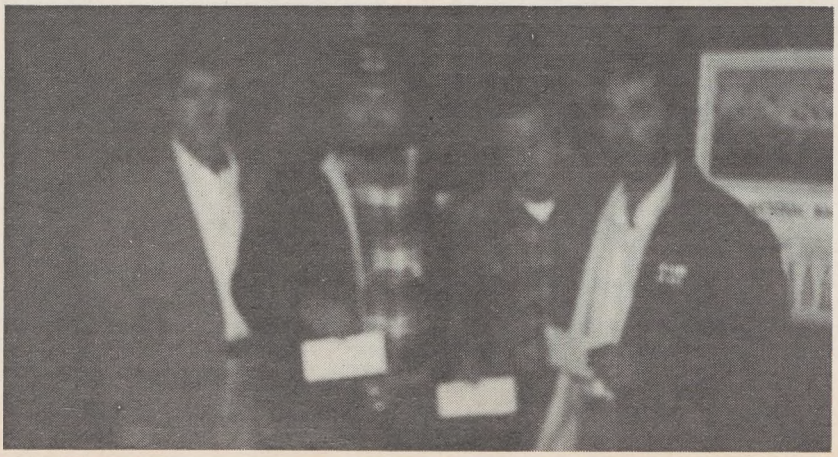
And faceless thousands more ask you to not buy Coors as an incentive to other corporations to refrain from destroying human dignity in pursuit of corporate profits and to halt dictatorial control over the lives of their workers.

PLEASE JOIN OUR BOYCOTT. DON'T DRINK COORS. FOR FURTHER INFORMATION, PLEASE WRITE OR CALL THE COORS BOYCOTT COMMITTEE (213) 381-3571, 1616 West Ninth Street, Los Angeles, California, 90015.

Guy Lewis, Teamster Coors Boycott Chairman

Michael J. Riley, President Southern California Joint Council of Teamsters 42

M.E. Anderson, Director Western Conference of Teamsters



PEORIA, ILLINOIS

Workers Share $43,000 Backpay Award in Ill.

Teamsters employed by the Chillicothe Metal Co. recently shared in a $43,000 arbitration award, won for them through Teamster Local 627's efforts, after their employer failed to apply the contract's cost-of-living allowance adjustments properly.

Shown here discussing the arbitration award are, from left: Charles L. Gauwitz, business agent of the Illinois local, and Chillicothe Teamster stewards Tom Harris, Don Colwell and Walt Bauer.

ACTIVE IBT LOCALS

MANITOWOC, WISCONSIN

Teamsters Serve In Civic Posts Out Wisc. Way

Two officers of Manitowoc, Wisc., Teamster Local 619 were recently appointed to serve in civic posts for the city.

Early this year, Local 619 Secretary-Treasurer Claude "Butch" Marek was appointed to serve on the Fire and Police Commission by Manitowoc Mayor Anthony V. Dufek, an appointment confirmed by the City Council later that same day.

Eugene R. Olson, vice president of the Teamster local union, is now serving on the city's Industrial Development Commission, a position formerly held by Brother Marek.

Both can be proud that they're a part of making their city a better place to live for Teamster brothers and sisters along with all its other residents.

MOUNT VERNON, MISSOURI

Teamsters Fight For Carnation Workers' Rights

When Carnation Company closed its evaporated milk operation and leased its Mt. Vernon plant to Mid-America Dairymen, Inc. in August, 1980, only those employees not offered immediate employment with Mid-America received severance pay.

Noting that the action violated the Central Conference of Teamsters' master agreement with the company, Teamster negotiators filed a grievance, with the result that Carnation Company was finally persuaded to honor its contract.

Checks totaling more than $58,000 in severance pay were recently distributed to workers retained by Mid-America.



Here, Leman B. Clarkson, president of Teamster Local 823, and Business Agent Jim DeBerry are shown presenting a check to Teamster Wayne Marti, one of the 17 workers affected by the decision. They joined the workers also in thanking John Thibeau, chairman of the Central Conference Dairy Committee, and other locals within the conference for their help in settling the dispute.

CHICAGO, ILLINOIS

Retired Teamster Turns To Poetry

Retired Teamster Local 705 member Joseph P. Catrambone, thanks to his excellent Teamster pension, has plenty of time to devote to one of his major interests—writing poetry.

Brother Catrambone recently had his first book of poetry, a volume entitled "The Solitude Hours," published by RTL Publishers.

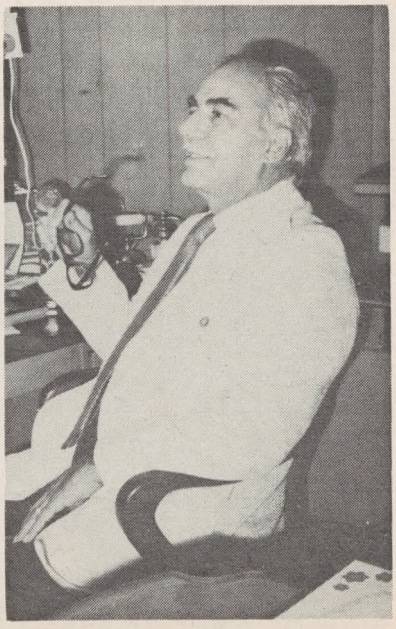
The prolific Teamster also has had two songs he wrote, "Just One Chance" and "Tell Me It Isn't True," published.

One of Catrambone's favorite poems is a four-part epic, on which he and some Teamster friends collaborated. Called "The Table"—"Truck Drivers' Ode," the first verse goes:

"This table sits one to four
If you're a friendly person it will sit more.
We come here and sit and chat
The conversation is about 'this and that'
Sit down, enjoy and get to know
Some people who may help you grow."

It continues on for many stanzas, but details the camaraderie that grows among truckers, as they visit the same restaurants, getting to know each other in the process.

Teamsters interested in contacting Brother Catrambone about his book can reach him at 7339 W. Fullerton Avenue, Elmwood Park, Ill., 60635.



MILWAUKEE, WISCONSIN

Wisc. Teamsters Host One-Day Legal Seminar

Teamster Joint Council 39, in an attempt to keep its local union officers and members fully apprised on legal problems and challenges facing them, recently convened a one-day seminar on current developments in all phases of law, assisted by attorneys from the firm of Goldberg, Previant and Uelman.

While local union operations and laws pertaining to them were a major topic of discussion, delegates also discussed a wide range of related legal areas that could conceivably affect them, including drunken driving, wills, divorces, personal injury and probate legalities.

Joint Council 39 President Milton Veleke, also secretary-treasurer of Teamster Local 662, welcomed delegates before turning the podium over to David Uelman, who led the team of attorneys in discussing the legal questions.

Uelman detailed the procedures involved in organizing non-union companies, emphasizing the "do's" and "don'ts" involved in avoiding legal entanglements, while best protecting the jobs and wages of organized Teamsters.

Attorney Gerry Miller covered a wide range of subjects relating to local union operation and procedures, including elections and contractual obligations.

Other lawyers participating in the program included Matt Robbins, Scott Soldon, Tom Flanagan, Larry Bruegeman and Goldstyn Robbins.

One of the interesting topics explored during the day involved disability provisions under Social Security and the options open to those entitled to these benefits.

Throughout the session, delegates asked many questions and took voluminous notes.

"We are taking a mine of valuable information back to our membership on subjects ranging from better union operation to recommendations on the handling of personal problems," noted one delegate to the informative session. All in all, it was a day well spent, as delegates agreed.



Here, participants in the Wisconsin Teamsters legal seminar discuss the agenda for the day, including, from left to right: Attorney David Uelman, Joint Council 39 President Milton Veleke, Council Secretary-Treasurer James Jesinski and Attorney Gerry Miller.

SAGINAW, MICHIGAN

$4,300 Arbitration Win Makes Member Happy

Things are looking up for Teamster Steve Twietmeyer of Local 486 in Saginaw, Michigan, now that a successful settlement has been reached on his grievance against the Department of Animal Control of Saginaw County.

It was the arbitrator's ruling that the Teamster, who had been discharged from his job, should be reinstated with full seniority, full backpay, and compensation for fringe benefits during the time lost from work.

Here, congratulating the Teamster on the arbitration victory is Local 486 Business Agent Dale W. Spyker (left), who presented Steve with a check for more than $4,300.



ACTIVE IBT LOCALS

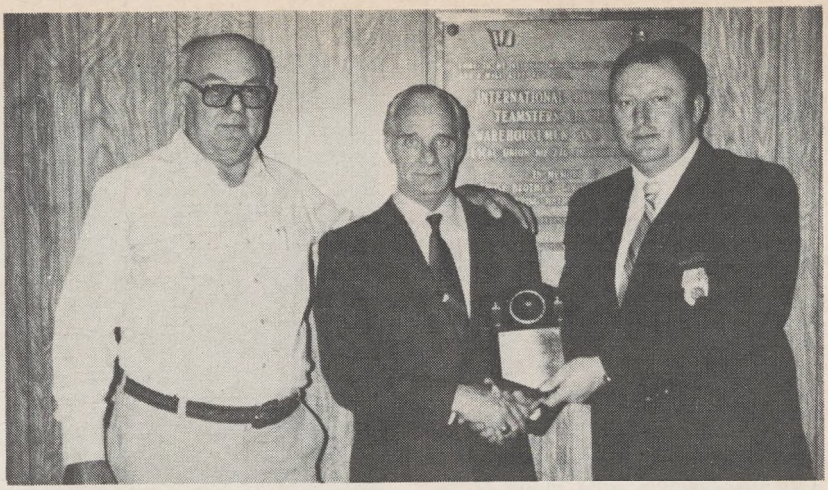
HARRISBURG, PENNSYLVANIA

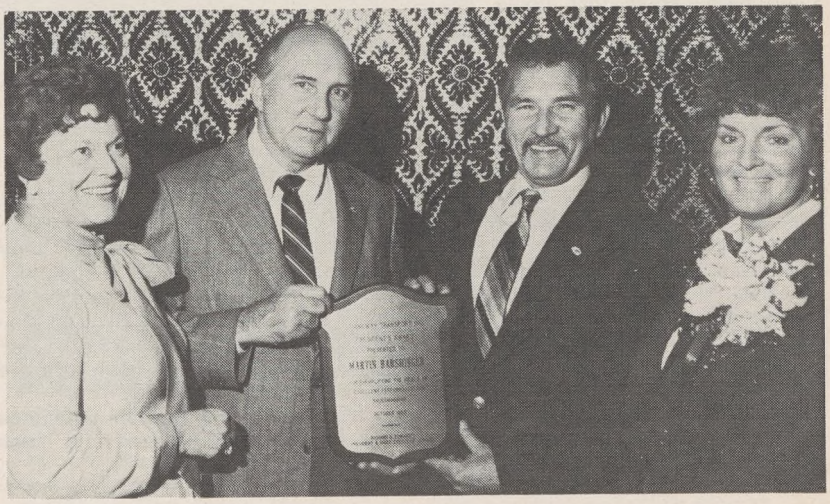
Plaque Presentations Honor 2 from Local 776

Two Teamster members of Local 776 in Harrisburg, Pa. were honored recently for their outstanding accomplishments on the job.

One of them, Wayne Cromwell, a longtime member of the Pennsylvania local and 24-year veteran driver for Roadway Express, was honored with a special safety plaque by the local union for having logged more than 2 million accident-free miles. Wayne was also recently selected as Driver of the Month by the Pennsylvania Motor Truck Association.

Another Teamster veteran, Hemingwav Transport city man Martin Barshinger, was recently honored by his employer for his 10 years of service to Hemingway, when he received the prestigious "President's Award" from the company for "exemplifying the ideals of excellent performance and salesmanship" on the job.





At top, Brother Wayne Cromwell (center) receives his Teamster safety plaque from Local 776 President Don Moody (right) as Paul J. Gillam (left), a union steward, watches.

Below, Brother Martin Barshinger (third from left) receives his award from Hemingway Transport President Richard Edwards, as Mrs. Barshinger (right) and Mrs. Edwards (left) look on.



REVERE, MASSACHUSETTS

Teamster Old-timers Take Retirement

For Teamsters Fred Burpee and John O'Brien, recent retirements broke up a working combo that had been together for some 25 years, the last 17 of them at Smith's Transfer in Boston, Mass.

Burpee has been a Teamster with Boston Local 25 for 46 years, while latecomer O'Brien has only been plying his trade as a Teamster for 45 years.

Here, Burpee (center) and O'Brien (right) are congratulated on their retirements by Smith's Transfer Terminal Manager George Connors (left).

NEW BEDFORD, MASSACHUSETTS

It's A Good Thing These Teamsters Were There



Here, the Nordic Pride's crew, captain and owner are pictured with the handsome plaques they received in appreciation for their courageous effort. Standing, from left to right, are: Kenneth Hansen, engineer; Kenneth Risdal, mate; Gabriel Miranda, Donald Quimette and Larry Pimental. Seated, left to right, are: John Baron; Robert Simmons; Roy Enoksen, the boat's owner; James Kendall, the captain; Edmond Salmonsen and John Costa. Crewmember Robert Romig is missing from this photo.

Three A.M. has to be one of the loneliest times of the day for any of us. Imagine, then, how you'd feel, sitting aboard a 73-foot fishing boat 70 miles offshore and having your craft suddenly crippled by a storm, sending the boat's mast flying, knocking the outriggers down, taking out an engine, and leaving five crewmen stranded, facing 3 to 5 foot waves and winds up to 30 knots an hour, with their MAYDAY pleas going unheeded.

This was the plight that faced the fishing vessel *Christina* and its crew of five Teamster fishermen, as she floated in the vicinity of Great Round Shoals one not so lucky night recently. As the crew noted, "Things were definitely not looking up for the *Christina.*"

Finally, out of the night came a response. It was *Nordic Pride,* whose Teamster fishermen had heard the distress call and immediately began heading toward the scene, some 20 miles away.

An anxious few hours followed for the stranded Teamsters as they and their craft waited, in grave danger, knowing that only one other craft was even aware of their plight.

Not knowing whether the *Nordic Pride* would get there in time to rescue them, the *Christina* crew feared most that by the time the other craft did arrive, she might not be able to find the *Christina,* under the thick blanket of fog that began creeping in around dawn, reducing visibility to less than a mile.

Luckily, the *Nordic Pride* did find the floundering craft and began slowly jogging with it back toward shore. But that was not to be the end of the *Christina's* problems that night.

Christina was sinking; she needed help quickly. Again, the *Nordic Pride* located her in the fog and spray, and this time, found the crew members in life rafts and having a hard time of it.

Fighting the high winds, the craft jockeyed closer to the men. Getting a line to them seemed a well-high impossible feat.

The crewmen of the *Nordic Pride* were a determined bunch, though. They held their places on deck, fighting wind and weather, hurling the line out again and again, only to have it lash back, flicking tauntingly at their faces. Determined to save the lives of the *Christina's* men, finally they maneuvered close enough to the rafts to haul the men out and onto the *Nordic Pride's* deck. From there, it was home to a safe arrival back in New Bedford, Mass. for the grateful crew.

Proud of the courage displayed by the *Nordic Pride's* men and aware of the dangers they faced to save their brother Teamsters, Teamster Local 59 and its officers recently honored the Teamsters' courageous efforts.

Saying their actions were in the "highest traditions of maritime ethics," Local 59 officers noted that traditionally, seafarers have always helped each other when in need, regardless of the cost or the danger or the difficulty, and that this was another of those times.

"Each of us realizes that the next time, it could be us in need of assistance," said Umberto Cruz, secretary-treasurer of the Teamsters' local, taking note of the fact that more than 1,500 area fishermen belong to the union, working on more than 165 vessels that call the famous old whaling city port.

"The crew of the *Nordic Pride* should have pride," Cruz added. "They performed dangerous work under dangerous conditions, and they performed the noblest task of mankind—they saved human lives." Other Teamsters can only echo these sentiments in congratulating these proud seafaring Teamsters and their craft's captain, James Kendall, for a rescue mission well-accomplished.

PITTSBURGH, PENNSYLVANIA

Local Enforces Its Contract, To 60 Members' Benefit

Proving that companies better intend to comply with the contracts they agree to, Teamster Local 273 of Pittsburgh, Pa. recently won an important arbitration case affecting 60 members employed by four area tank lines signatory to the Eastern Area Tank Haul Agreement.

Workers involved recently were awarded compensation for retroactive payments they were to have received under new provisions implemented by the last contract, pay the companies didn't think they'd ever have to pay.

The case involved Chemical Leaman Tank Lines, Inc., Coastal Tank Lines, Inc., Matlack, Inc., and Refiners Transport & Terminal Corp. During negotiations, Local 273 mechanics agreed to a seven (7) day work week, while the companies agreed to provide an incentive plan whereby if the man worked his whole work week, he would get a bonus of close to five (5) hours' pay.

When the contract was accepted, it was agreed that all monies would be paid retroactively. The changeover to the new work week took approximately five to seven weeks to accomplish, following which the company refused to pay the retroactive pay.

Taking the matter to arbitration the Teamster local won its case, with the result that each of the 60 workers affected should be $300 to $400 richer as a result.

ACTIVE IBT LOCALS

PHILADELPHIA, PENNSYLVANIA

Teamster Testimonial Benefits Easter Seals

Teamster Local 500 President William O'Farrell was feted recently at a testimonial dinner in his honor, held in Philadelphia, Pa.

More than 500 guests from both unions and business attended the festivities honoring the Teamster leader.

At evening's end, as O'Farrell was receiving a small gift from the members, the Teamster rose to announce that all proceeds from the banquet were going to the Easter Seal Society to benefit its work with handicapped youngsters.

A radio was raffled off at the dinner, and the proceeds of that, too, will be forwarded to Easter Seals, O'Farrell proudly announced.



NEWINGTON, CONNECTICUT

Conn. Drivers Receive Kudos for Driving Skills

Teamster Local 559 members employed at Sweet Life Foods, Suffield Division, recently received awards for the outstanding driving skills they demonstrated in the Connecticut State Truck Roadeo.

With three of the men taking first place honors in class and another driver taking a strong second place, their Teamster local and Conn. Joint Council 64 decided that their union ought to do something to recognize this high standard of excellence, too.



Here, presenting the drivers with special awards and the congratulations of the Teamsters is, at the far left, Local 559 Business Representative Roger Putnam, who is shown presenting first-place awards to Jim Hosey, Richard Belden and Gene Bousquet. Teamster Norman Miller (fourth from left) receives his award for second-place from Herbert Green, the drivers' steward.

LONG ISLAND CITY, NEW YORK

Like Father, Like Son Is the Tradition Here

It's not everyday a father gets to see his son follow in his footsteps, but that was the thrill enjoyed by Teamster Local 802 member Dick Moss recently as he watched his son inducted as a brother member of his own New York Teamster Local.

Dick, a driver-salesman for Entenmann's Bakery as well as a member of the local union's grievance committee and president of the Bakery Drivers Credit Union, noted during the ceremony the coincidence of timing that accompanied the induction ceremony.

It seems that John Moss, a driver-salesman for the Fink Baking Company, was coming into the union 25 years, almost to the day, after his father became a Teamster.



Here, new Teamster John Moss (third from left) is congratulated by Local 802 Secretary-Treasurer Jerry Handley and President Samuel Gallo as his proud dad (right) watches.

HILLSIDE, NEW JERSEY

These Teamsters Help Kids Who Really Need Them

Bob Watson of the New York Yankees this year joined officers and members of Teamster Local 177 in staging a party during the Christmas season for battered children, orphans and needy youngsters at the Jersey City, New Jersey Medical Center.

Teamsters for the past five years have annually helped make the function a success by donating toys.

Shown here examining a baseball that we're sure some youngster really prized are, from left: Tom Sileo, business representative, Local 177; Tom Mulligan and Charles Ivins, chairmen of the toy drive; Bob Watson of the Yankees; Frank Ehman, shop steward; Joe Purcell, vice president, and seated, George Purcell.



GREENSBORO, NORTH CAROLINA

Teamsters Strike Blow For Members' Freedom

Teamster Local 391 in Greensboro, North Carolina, has struck a blow for all who value their First Amendment rights.

The Local 391 victory was won in federal district court in Raleigh, N.C., where the judge ruled unconstitutional a Rocky Mount, N.C., ordinance requiring a 72-hour waiting period before picketing could begin after a demonstration permit had been granted by the city.

District Judge Robert R. Merhige, Jr., ruled that the ordinance was invalid prior restraint on the First Amendment rights of members of Local 391. Additionally, the judge ordered the city of Rocky Mount to pay damages of $1,127.94 to Local 391, $350 to Local 391 Business Agent Russell Hogan who was arrested and spent the night in jail, and to pay the local union's legal expenses incurred in protecting its First Amendment rights.

The case began in 1979 when Local 391 struck Seaboard Foods, Inc., of Rocky Mount. The local union asked the city to waive the three-day waiting period for a picketing permit, but the city council refused. Members of the union picketed the firm anyway, and 15 of them were arrested.

In September, 1980, the City Council amended the ordinance to reduce the waiting period from 72 to 36 hours and to give the city manager the authority to waive the waiting period. Previously, only the council could grant a waiver.

Judge Merhige ruled that the waiting period was still too long and that the standards for issuing permits and waivers were not sufficiently spelled out in the ordinance.

OTTAWA, ONTARIO, CANADA

These Teamsters Won't Be Truckin' On Any More

Three hundred and sixteen years is a long time to be Teamster members but that is what these 11 Teamsters, all members of Local 91 in Ottawa, had amassed among them before deciding to take retirement recently. All were employed by Motorways (Ontario) Ltd. before the company closed its Ottawa terminal lately, prompting each of these veteran drivers, with 25 years of service or more each, to opt for early retirement. Each Teamster received a special watch from the Teamster local in recognition of his years of service to company and union. Shown, seated, left to right, are: R. Groulx, I. Brown, E. Schiemann, R. Boudreau and H. Chenier. Standing, left to right, are: P. Nadeau, E. Carriere, E. Gauthier, D. Raymond, M. Richard, F. Sabourin, and Local 91 Business Representative G. Perrin, who made the presentations to the men.



CONSUMERS' CORNER

CONSUMERS throughout the country are reported to be rushing to place their money in the new interest bearing checking accounts, formally called Negotiable Orders of Withdrawal Accounts, or NOWs.

But caution is advised: shop carefully! Interest on checking balances can be unbalanced by hidden charges, non-payment of interest on below minimum balances and other considerations.

There are many differences between financial institutions on start-up balance requirements, on what constitutes "free checking," and on interest accounting procedure. In fact, unless one is careful, payouts to the bank can be greater than interest paid on the account.

The new nationwide availability of NOW accounts is the result of the Depository Institutions Regulation and Monetary Control Act of March 1980. Although several northeastern states permitted NOWs as far back as the early 1970s, the Act of Congress extends them to all states. And for the first time, Savings and Loan Associations (S&Ls) are permitted to enter the NOW checking account field.

While the new banking act will eventually allow a rise in interest which may be paid on savings accounts, it currently allows interest payment of up to 5¼ percent annually to be paid on NOWs. Regulation which has determined the maximum amount of interest banks could pay on all savings is to be phased-out over a 6-year period. But in the meantime, passbook savings at 5¼ percent and NOWs at the same allowable rate look the same, but may not be.

The key phrase of the new banking law is *"up to" 5¼ percent.* Shoppers cannot assume every bank will pay the maximum. Our researchers have found many banks offering *only 5 percent* on NOWs.

Some commercial banks are requiring minimums as high as $1,000 to $3,000 to open accounts. There are also stipulations that monthly charges and per item charges for checks and deposits may be levied when balances fall below the minimums.

The method of determining balances on which interest is paid is another variable. Some banks pay on the average daily balance. But others, including many credit unions, pay interest based on the lowest balance during a month. Shoppers should determine whether interest is paid monthly, daily or continuously.

Another area to check out is the date when deposits are credited. Many institutions delay crediting check deposits for periods of up to 11 days. They claim that length of time is necessary to collect funds. Others will give instant credit, particularly for paychecks. But even cash deposits may have a several day credit holdup. Check this before opening an account.

Costs of printing checks, stop payment orders and over-drafts now seem to be considered as standard extra charges by a majority of banks. But some savings banks and S&Ls do offer free checks and check books.

Some of the larger credit unions are currently offering share-draft checking accounts which function similarly to NOWs. However, smaller credit unions without sufficient data processing equipment have found it uneconomical to enter the checking field at this time.

In many areas of the country, commercial banks are running advertisements which denigrate "checks" written on Savings & Loan or credit union accounts. The ads infer that retailers would hesitate to accept a check written on a relatively new and therefore "unknown" depository institution.

Others point to the fact that a check on a regular checking account is a payment order on a regular demand checking account. But a negotiable order of withdrawal is a draft on a savings account. Thus, while a "demand" account check legally means instant payment, a "negotiable" draft could legally permit the financial institution to hold up payments for a period of time.

Our research, however, has not turned up either hold ups in payment by financial institutions, nor refusals to accept "non-traditional" NOW checks presented by consumers. Nonetheless, anyone considering opening a new NOW account should make sure of the bank's checking terms and its general public acceptance.

The biggest promotion of NOW accounts bargains are currently sponsored by the S&Ls. While most seem to be averaging a $100 minimum start-up balance plus minimum maintenance balances of $50 to qualify for free checks, some regions offer better deals than others.

At present, S&Ls in general seem to be shying away from charging customers whose accounts fall below minimum balance requirements. Instead, rather than levying charges to the account, interest payments are suspended whenever the balance drops below minimums.

Generally, commercial banks have the highest minimum requirements to open an account as well as high minimum balances for maintaining interest payments. Many of these require $1,000 minimum balance to open and an average daily balance of $1,500. Further, when balances fall below the $1,000, service charges of $4 to $5 monthly go into effect.

Some commercial banks offer a savings account tie-in with a regular checking account. Often the end result is less costly in terms of service charges to the account.

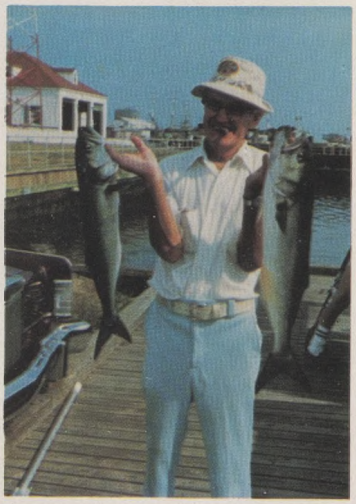
For example, one suburban commercial bank we looked at offered 5 percent on a NOW account with a $1,500 average daily balance requirement. But on a tie-in savings account coupled with a regular checking, the bank paid 5.47 percent interest compounded annually on savings and waived balance requirements and check charges on the checking as long as an $800 balance was maintained in savings. If requested, and at no extra charge, the two accounts could be tied into each other by computer, allowing for telephone transfers from one account into another. The only restriction here was that transfers were to be made in $100 amounts.

Some banks around the country offer no-charge regular checking accounts to senior citizens. Anyone 59 or older who brings in proof of age is entitled to such an account. However, such extras as electronic funds transfer or telephone transfers are not available on the senior citizen freebies.

TEAMSTER SPORTS!



Four members of one family—Teamsters all—recently joined in a successful caribou hunt up in Schefferville, Quebec, Canada. Shown right (left to right) are: James Hersh, Consolidated Freightways, and Charles Hersh, Smith Transfer, both members of Local 430; Myrl Hersh, New Penn Motor Express, a Local 776 member; and Claude Hersh of Smith Transfer, another Local 430 member.



Retired Teamster Local 107 member Leonard J. "Dutch" Hatch, formerly a steward with Kunkel Fuel of Philadelphia, is now thoroughly enjoying his free leisure hours. Recently Hatch set out aboard the "Last Lady" out of Atlantic City to catch a few fish. Here he's shown with two beauties snagged that day—both blues, one about 11½ lbs. and the other weighing in at close to 14 lbs.

Teamster Dan Gyles of Local 633, up Nashua, N.H. way, recently traveled to Chicopee, Mass., where he competed in the New England Open Arm Wrestling Championships. At 41, 6'2" and 320 pounds, Dan handily captured first place honors in the Super Heavyweight Division, adding that to other honors he's won in competition.



Blue Arrow Inc. driver Ralph Baker, a member of Teamster Local 124 in Detroit, Mich., takes busman's holidays on weekends, racing this Jimmy D. '79 Camero at area tracks. Last season, Baker was point champion at the Ionia, Mich., track and captured the 2nd place championship at Butler Speedway for the season. During the 1981 season, the Teamster will be competing at tracks in Michigan, Ohio, Indiana, Kentucky and Tennessee.



EASTER SEAL TELETHON

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THE INTERNATIONAL
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DEDICATED TO SERVICE
May 1981





MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

ON APRIL 1, 1981, under the provisions of the National Master Freight Agreement, all employees covered were due monetary increases. The IBT expects all employers covered by the Agreement to meet these terms.

Every employer who was signatory has been informed by letter from the Negotiating Committee that each is expected to fulfill his obligation under the provisions of the contract.

Each employer was again reminded that the Teamster National Freight Negotiating Committee had denied the industry request to reopen the contract and that individual agreements with employees which in any way conflict with the National Master Freight Agreement are prohibited under the provisions of the contract.

We fully expect every employer to vigorously accept and live up to the terms of the contract that they were signatories to in April, 1979. Meanwhile, we will be diligent and equally as vigorous towards enforcing those terms. The contract is only as good as its ability to be strictly enforced.

The contract specifies remedies which are available if any employers fail to live up to the terms of the contract. Without waiver of any of those remedies, at a minimum, grievances should be promptly filed against any non-complying employer.

All local unions affected by the Master Freight Agreement have been informed of our demand to employers, and every local union has been requested to keep its area conference informed with respect to the status of compliance by employers under contract to the local union.

On another matter, since we fully expect Congress to hold oversight hearings on the 1980 Motor Carrier Act sometime in June or July, we have sent out surveys to some representative local unions to determine the amount of unemployment among ICC regulated motor carriers covered by the National Master Freight Agreement.

While it may be difficult to determine whether high unemployment in the trucking industry is caused by deregulation, by recession, or by a combination of both, we expect that the data collected from this survey will give us valuable information to present to Congress during the oversight hearings.

These are matters vitally important to our members involved in the trucking industry, and we are determined to see that the terms of the National Master Freight Agreement are respected completely, and hopefully at the same time we will also ascertain the extent of unemployment in the industry as it is affecting our members.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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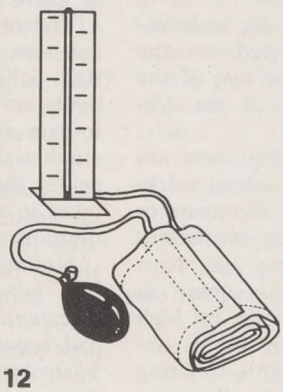
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INDUSTRIAL DIV. TARGETS OBJECTIVES

EXECUTIVE and policy committee members of the fledgling Teamster Industrial Trades Division met in Washington, D.C. last month for a comprehensive two-day session during which were discussed the growth of the new trade division, its projected expansion and a wide variety of related issues facing its members as it emerges as an active and vital entity within the union.

During the meeting, presided over by Division Director Joseph Konowe, officers heard again and again from key speakers the enthusiastic refrain that is giving the division such impetus to expand rapidly and quickly. "This division is *the* key area today." "This is the area from which new gains are going to come." We *are* the industry of the future," speaker after speaker said.

Konowe opened the two-day session by reporting that "more than 129 locals have joined the division already. It's phenomenal that locals are so quickly responding to our request for assistance," Konowe noted. He added that excellent support also is being received from all Teamster affiliates —from the International Union and its officers to the exceptional support of the five conferences.

One of the major problems so far has been the group's "desire to get this thing moving. We have not been able to hold a meeting of all delegates and locals involved because of the upcoming convention," Konowe noted, and thus haven't yet been able to share our enthusiasm with others who have joined our division or are considering doing so.

This enthusiasm and an irrepressible desire to get started on the mammoth job ahead were two of the key elements evidenced at the sessions by participants.

As Konowe noted, today there are more than 15 million industrial workers unorganized around the country and Teamsters have set themselves the goal of organizing at least 500,000 of them into this union as quickly as possible. Despite its high hopes, the division faces many obstacles as it begins its battle to bring unorganized workers into the new division, as discussion over the two days showed.

The rampant growth of firms whose business is union-busting, the current anti-union climate in our country, the conservative tilt of Congress and the resultant onslaught of legislation that threatens to emasculate many long-standing pieces of worker protection legislation, the growth of multinational and multicompany firms with differing labor policies—these were a few of the impediments mentioned that stand in the way.

But that in no way deterred these visionaries charged with transforming the new division into a viable Teamster service tool. Instead, all the talk of obstacles seemed to spur them on.

Welcoming the group to headquarters was General Secretary-Treasurer Ray Schoessling who listened attentively as Konowe brought him up-to-date on the division's activities and emphasized in his own comments the pride the general executive board takes in the establishment of the new division.

Noting that the times are not good for labor today, with legislation threatening our gains in Congress and bad economic conditions jeopardizing Teamster jobs in trucking, steel hauling and car hauling, Schoessling pointed to the division as a possible source of "tremendous potential growth."

"But it will take work," he noted. "We'll have to keep at it." This division is one of the most important, he said, because "there are people out there waiting to be organized. It takes people of ability to go out there and get them."

He added that the union stands available to support their efforts in

any way it can, as it always has. He noted, too, that the union's bookkeeping system, TITAN, is now virtually completed and that it is performing more functions than anybody ever dreamed of, including electronic mailing, roster printing, providing a complete communications system and giving locals at a fingertip's touch a way to hold elections or get complete histories on their members, without problems. "It's the most sophisticated communications system in the United States," he noted, and it is a tremendous tool to help you do the job you are setting out to accomplish."

"We hope this division will be one of the most viable divisions in our union," Walter Shea, executive assistant to the general president, told those at the meeting. "The thrust of organizing today has changed dramatically. The Industrial Trades Division is the growing area today. That's where the future is."

Mentioning changes affecting the union's membership in trucking because of the disastrous effects deregulation is having, Shea urged industrial division members to get out and push to make gains with their program.

"We have a lot of work to do, and this is an area where the potential is there. This division is where things are happening today. We need to get out there, explore the opportunities, and pursue them," he said.

"If we cannot improve our membership in this sector, we are surely missing the boat."

The idea of coordinating some of the division's efforts with the AFL-CIO Industrial Union Department's was strongly encouraged by another speaker invited to attend the meeting —Elmer Chatak, secretary-treasurer of that AFL-CIO affiliate.

He described the coordinated bargaining program his department supervises, encompassing 4,000 local unions, more than one million people and more than 80 companies, and advised the Teamsters that they are involved in their own bargaining with at least 61 of the participatory companies. Chatak invited the participation of the Teamsters in learning about the process and availing themselves of the contract banks and other tools the department provides to keep its committees on top of bargaining situations.

While providing assistance to a non-affiliate is difficult, Chatak noted, his department has a more selfish motive in mind, and that is that the Teamsters have the strength with some companies that could make the difference in coordinated bargaining.

Chatak urged the Teamsters to work together with other unions to overcome the threats from employers and big league consultants who will spend whatever time and money they have to to defeat labor and its causes.

The fact that the new division faces tremendous challenges and obstacles in reaching its goals was underscored by the comments of several headquarters representatives addressing the group.

From IBT Legislative Director Dave Sweeney came the word that recent legislative actions in Congress threaten to undermine a number of key legislative measures affecting workers.

He mentioned especially the Davis-Bacon Act, the Walsh-Healey Act and the Service Contract Act—all of which affect wage rates paid on federal projects in some fashion or other —and emphasized that all three are being jeopardized. "Davis-Bacon especially is in dire, dire trouble," Sweeney said, unless unionists help to save the protective language it offers.

Other areas where workers' safeguards are in jeopardy include the proposed youth subminimum wage, major efforts underway to rewrite or undercut OSHA protections, and projected changes in unemployment insurance legislation that would seriously hamper workers' protections under the law.

Of special concern, Sweeney noted, is the reappearance of an amendment proposed last year as part of the Criminal Code Reform bill. Now as an amendment to the Hobbs Act it would put union officials in jeopardy of being charged with serious federal crimes for the smallest offense committed by anyone on a picket line or in bargaining and, if enacted, would so jeopardize union officials that it would hamper their work.

"These things are number one on the hit parade of the things they want to get passed," Sweeney noted. "It's not a happy future we are facing, unless you get to your grass roots people and express your thoughts to your congressmen and senators."

Norman Weintraub, the union's chief economist, summarized in chilling detail how some program cuts being eyed currently will challenge the industries in which the Teamsters are historically strong and will create an even worse economic climate for hard-pressed workers.

Weintraub noted that trade adjustment assistance benefits which were created to help workers displaced by a flood of foreign imports are currently being eyed by the House Ways and Means Subcommittee for abolition and that Congress's current interest in amending unemployment legislation may result in potential elimination of extended benefits for workers and tightened restrictions on the benefits they do receive.

Weintraub also detailed changes due to take place in the government's cost-of-living index, which is slated to get a re-indexing late this year. He also reminded participants that his department can assist them with their industrial organizing by helping them acquire information they need on companies they're trying to organize.

Robert Baptiste, chief legal counsel for the union, gave delegates an in-depth view of events affecting labor legally and discussed a number of topics, ranging from how the new appointees to fill vacancies on the National Labor Relations Board may affect labor case decisions to a discussion of the question of extended picket lines and secondary boycott situations as they affect industrial plants.

"Legislatively, times are dark," Baptiste said. "Things labor took for granted are being questioned."

"But," he added, "it might be good for us. It might shake labor out of its lethargy and back to hard, grass roots organizing."

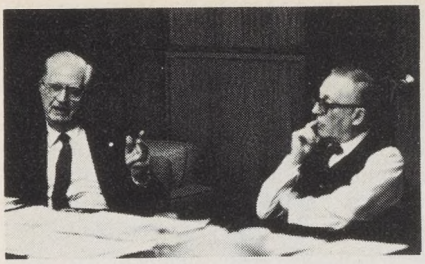
Baptiste also took time to explain in detail how proposed Hobbs Act amendments could adversely affect unions and to answer a number of legal questions posed by participants.

Ann Thompson, assistant director of research and education, also was available throughout the sessions to offer input on facilities available from the Research and Education Department to assist the division with its needs. She noted the kinds of information board members said they would find helpful and reported on several tools already within the department's files to assist them in getting a complete rundown on companies they are involved in organizing.

During the meeting, participants heard detailed progress reports from representatives of all five Teamster Conferences.

Reporting were: Thomas Brown, representing the Eastern Conference; William Hogan, representing the Central Conference; Walt Englebert, representing the Western Conference; Mitchel Ledet, representing the Southern Conference, and Peter Moslinger, representing the Canadian Confer-

(Continued on next page)



INDUSTRIAL DIV.

ence. Each of the five is an Industrial Division executive board member.

Moslinger reported on recent organizing efforts within Canada, mentioning several recent organizing campaigns in his own Vancouver area, and urged Konowe to visit Canadian joint councils to personally make the case for having all Canadian locals affiliate with the division.

Reporting on activities within the Eastern Conference was Tom Brown, who noted that in organizing industrial plants there is a real need to "educate local unions on the problems facing them today." The only way to take on multi-group organizations fighting you with union-busting tactics is to work together to achieve mutual goals, he said. "Local unions just cannot take on multi-corporations, with all their expertise, alone and they know it. They just cannot attack conglomerates. It does not work." Brown added that companies today are bragging that they are being successful (at thwarting unionization) because they are better organized. "Well, we need better organization, coordination and communication if we are to confront and conquer them," he noted.

Walt Englebert from the Western Conference of Teamsters discussed developments in his area, especially the conference's attempts to fight anti-union seminar and business groups by giving organizers all the information they need to combat these efforts. "We can identify anti-unionists at anti-union seminars," he noted, and "we keep tabs on what they are talking about. We are collecting this kind of stuff in a file system and try to get information about them out. We are trying to get all the material we can to make our organizers' jobs less difficult," he noted.

"We've had tremendous success," he added, noting that 6,000 people have been organized in six months at the conference level, some of them in large units. "It's a fight for survival," Englebert noted. "If we do not get out there and organize, we are going to lose out."

Mitch Ledet reported on activities within the Southern Conference of Teamsters, emphasizing that in his region, "service is the key to getting and keeping people in the union." Noting that in the right-to-work states of the south, organizing has always been hard, Ledet said, "union-busting is not new to us. Our people have to do their homework, service the membership, and maintain communication."

Throughout the conference, he noted, there recently have been 55 elections, with 30 wins, including one by Local 767 in Ft. Worth where the local defeated the Machinists. "We have been organizing," he noted. "Industry is moving to our area. We are trying to get our share. We hope with this new division we will be able to get even more."

In William Hogan's report on Central Conference activities, he noted the great interest locals are showing and the excellent response they've already made to the two letters sent by Conference Director Roy Williams. "There is great interest from industrial locals," Hogan said. He reported also that the union-busters situation is a big problem for his area also and that the union is combating the problem by sending people to the seminars and having them report back what goes on.

Others addressing the gathering during its two-day meeting included: Arthur Revellese, secretary-treasurer, and Edward Doyle, a vice president, both from Local 456, who spoke about ways their local has found to help combat the union-busting schemes employers and law firms are coming up with, namely by forming a group which seeks to educate labor personnel, just as the consultants do, only with a union slant to its techniques and a program developed and conducted by union representatives and their attorneys.

Harold Wolchok, secretary-treasurer of N.Y. Teamster Local 917, appeared at the request of Director Joseph Konowe to discuss an ongoing organizing campaign in the New York area among physicians and to describe a communications program his local used successfully in that area not only as an organizing tool, but as a means of informing residents about labor's aims and goals. "We need communication and dialogue if we are to be successful in organizing," was Wolchuk's message.

Fleming Campbell from the Eastern Conference of Teamsters also addressed the delegates, urging the need for coordinated efforts among locals. When companies have plants in different locations doing the same work, you have real potential to achieve success, he noted, if locals will coordinate their efforts.

Attending the meeting, in addition to the executive committee members representing the various conferences and Konowe, were policy committee members Glenn McCarthy, Local 966, New York City, and John Morris, Local 115, Philadelphia, Pa.

Morris noted that the division can be a very effective tool in organizing industrial units and that the potential is there to attract many new workers to the union through innovative efforts. He urged intensified political activity to combat the increasing anti-union threat.

During the discussion sessions, the group explored ways in which the division could learn about organizing campaigns taking place in industrial plants so that the division and the International Union can build a complete list of companies holding contracts with the IBT and formulate a contract file that can be used for cross-reference whenever any local is involved in a campaign to get information on the company involved or its parent firm.

As the group concluded its deliberations, members agreed that Konowe should contact Teamster joint councils that aren't yet involved with the division to enlist their support, that he would make information about the division available to any interested Teamster local, that the division would seek and accept voluntary donations to fund the division's programs and would urge affiliates to cooperate in building up the contract bank so that the coordinated information can be shared by all engaged in organizing campaigns in industrial plants.

"We are looking for ways to make sense out of the times we live in, with conglomerates, multinationals, those who would just as soon close and open plants overseas in Taiwan, and union-busting attorneys running around trying to undermine our efforts at every turn," Konowe noted. That was one reason the Industrial Trades Division was formed—so that in unity, affiliates will have the strength they need to overcome these obstacles.

"We are frustrated because we have not been able to move fast enough," Konowe said. "We are organizing. We want to be way out in front."

YOU AND THE ECONOMY

("A widespread understanding of the operation and problems of the United States economic system is essential if Americans are to meet their responsibilities as citizens, voters, and participants in a basically private enterprise economy."—**U.S. Senate Resolution 316, 89th Congress.)**

EVERYBODY has a stake in the economy and has a vital need to know what it is, how it works, and how it affects their daily lives.

With a little luck, they may even be able to exert economic pressure to their personal advantage if they know what they are doing.

Yet economics has long been thought of as a dull subject misunderstood or not understood at all by the average citizen.

There is no mystery to the business of economics at the grass roots level. To that end, an unusual three-day meeting was held at the International Union headquarters in Washington, D.C., in late March.

Held primarily for Teamster economic specialists and graced with the presence of numerous government officials invited as guest speakers, the sessions concentrated on the practical aspects of what is happening in the land.

Receiving considerable discussion was the subject of current economic changes and problems that are challenging the family budgets of wage earners. Tied in were the protections that union contracts provide.

Most Americans see their role in the economy as passive, according to the Joint Council on Economic Education.

They fail to realize their individual roles as producers and consumers make them active participants in the economy. The more they are aware, the better they function in this respect.

Surveys have shown that but one of every seven Americans understands the inter-relationships of business, labor, and investors in the economic system.

The same surveys also have found that 37 percent of the public cannot relate any aspect of their personal lives to the profitability of the free enterprise system; further, when asked to define the system, 24 percent answered they did not know what it was.

Recognizing the need for economic enlightenment on what is happening to Teamsters Union members, General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling approved the "IBT Economic Specialist Conference" under the direction of Norman Weintraub, chief economist for the International Union.

Among the visiting speakers were: A Special Assistant to the President of the United States, officials from the Department of Transportation and Interstate Commerce Commission, and the associate commissioner of the Bureau of Labor Statistics. In addition, several Teamster experts brought the dozen participants of the conference up-to-date on economic developments.

Question-and-answer sessions followed each presentation by the visitors. Weintraub, acting as chairman, tied the economic ideas together to give cohesiveness to the meeting.

'WE ARE INVOLVED'

IBT General Secretary-Treasurer Ray Schoessling spoke at the opening session.

He said more economic-related problems faced the Teamsters Union today than at any time in the history of the organization, adding, "We are very much involved in recovery."

Schoessling said "economic specialists will play a much greater role in union affairs in the months to come" for that reason.

"We have been hit hard," he said, "by deregulation of trucking and by a bad economy which has lost us membership in steel hauling and car hauling as well as the common carriers."

Fortunately, said Schoessling, the IBT is diversified enough to keep its



General Secretary-Treasurer Ray Schoessling, seated at the head of the table, welcomed those attending a meeting of Teamster economic specialists at the IBT headquarters in Washington, D.C. Next to Schoessling is Norman Weintraub, chief economist for the IBT, who chaired the meeting.

head above water while progressing in new areas of organizing.

Schoessling emphasized that, in his opinion, employment is the key to getting the country back in good shape. "If we don't get people back to work, we won't accomplish anything."

PRESIDENTIAL AIDE

Robert Bonitati, Special Assistant to President Reagan, appeared as the Administration's labor liaison man in the White House.

Having a personal background of union work, Bonitati commented that he thought the Reagan Administration has a good rapport with the Teamsters Union.

He discussed the President's economic renewal program in relation to organized labor and expressed the hope there would be input from the Teamsters as well as all of organized labor.

In the question-and-answer session, Bonitati received immediate input from R. V. Durham, director of the IBT safety and health department, and Jerry Schultheis of the Eastern Conference of Teamsters.

Durham brought up the need for uniform truck sizes and weights across the U.S., in terms of both productivity and safety.

Schultheis had some questions about the training and retraining of workers for skilled jobs in view of the massive unemployment coming from the depressed auto and steel industries.

RELATED ISSUES

James Burnham, a special assistant to the chairman of the President's Council of Economic Advisors, amplified issues related to the Administration's program for economic recovery.

Discussion that followed included remarks by Weintraub regarding the latest National Master Freight Agreement negotiated by the Teamsters Union. Weintraub noted that cost-of-living language made it possible for the 500,000 members involved to keep even with inflation.

Weintraub also commented that unemployment insurance should be updated as well as Trade Act adjustment assistance along with health insurance.

Other questions included the subjects of illegal aliens, the fate of the Occupational Safety and Health Administration, oil and gas decontrol, and incentives for employment.

AUTO POLICIES

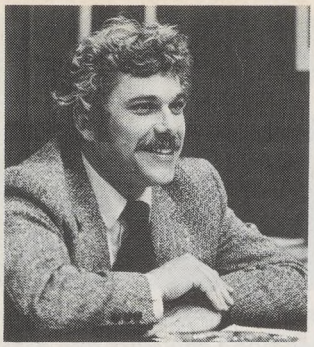
Two officials from the Department of Transportation appeared at the conference: Charles Swinburn, Deputy Assistant Secretary for Policy and International Affairs, and Keith Prouty, chief of the labor division for the Office of the Secretary. They were accompanied by Don Trilling, author of an important study on the automobile industry.

Swinburn discussed the policies for the auto industry in the coming decade, calling it a "cyclic" industry which accounts for one of every six jobs in the United States.

Even as Swinburn was speaking to the Teamster specialists, the news media was alerting the public to the fact that President Reagan—within a few days—was to detail a program regarding this part of the economy. An attempted assassination of the President three days later, however, derailed the schedule.

Once the Reagan plan is made public it will be possible to see what a perilous position the American auto industry has assumed as a result of lost sales due to imported automobiles and also as a result of a depressed economy in general.

(Continued on page 8)



THE C.P.I. GUIDE FOR THE NATION'S BUDGETEERS

UNLIKE THE WEATHER, everybody talks about it and lives with it—but nobody really wants to change the basic elements of the Consumer Price Index.

The CPI has become too valuable a tool for the federal government which created it in the first place so as to accurately adjust federal payments for changes in the cost of living.

Consumers, labor and management have also found great use for the CPI, particularly since the mid-1940's. It has, for instance, become a major reference point in collective bargaining.

Keeping the CPI a practical reference, especially in times of inflation, has always been an annoying problem. So it is that the Bureau of Labor Statistics periodically "revises" the index.

Perhaps revision is not the correct word, for none of the basic components of the CPI are altered. Government officials, like John Layng, associate commissioner of the Bureau of Labor Statistics, call it "re-basing."

Layng, who spoke to the Teamster economic specialists in a recent meeting at the International Union headquarters, said re-basing is simply an arithmetical calculation. "All we do is set 1977 equal to a 100 rather than the year 1967."

Layng conceded that the change—made about every 10 years—is a source of confusion for people who find it difficult to get accustomed to the new set of numbers.

"The reason for re-basing," said Layng, "is to get things back closer to reality in terms of a basic indexing level. Excessive sizes of numbers tend to lose their significance—so we re-scale the numbers in a manner that brings them nearer to actuality."

It's like shifting gears. The same percentages that applied to CPI figures 30 years ago are adjusted forward in subsequent years. It makes no difference whether the discussion is about the 1967 CPI base, the 1977 base, or even the 1947 base—they're all the same.

However, Layng noted, in terms of index points which labor and management use in collective bargaining, the BLS is very careful to make the shift absolutely accurate from an old base to a new one.

When such big differences occur, Layng says, the BLS endeavors to stand by its guns and always refuses to "adjust" or "fix" divergent data for two reasons:

1. The BLS has not the means to alter its findings with any degree of accuracy.

2. More importantly, the BLS is adverse to doing so because it must maintain the integrity of the index even though a point does not "look right."

"This is going beyond the bounds of statistical reliability," said Layng, "to try and change a number that doesn't seem right. Once you start doing that, where do you stop it?"

The BLS is constantly trying to improve its methods of building the CPI, experimenting and innovating, but never making any elemental alterations without having proven a categorical conclusion over and over again.

Even then, the BLS seeks comments from all sides to discuss any proposed changes in the index and out of that comes a reasonable change.

Besides the market basket and the family budget indexes produced by the BLS, the agency is also high on its housing index which has proven to be one of the most difficult to develop.

High interest rates, geographical differences in the value of land, the innumerable styles of housing and types of materials, and many other factors create an overall difficulty. It's not like pricing oranges which are the same wherever they are on sale.

Other consumer items difficult to assess, according to Layng, are health insurance (for the obvious reason of variety in policies and costs) and clothing.

The Teamster National Master Freight Agreement is an example of how important CPI numbers can become because the master pact always is used as a guide for so many other Teamster agreements.

So a tenth of a point in the CPI numbers can make a big difference in determining cost-of-living allowance increases. A lot of money can be involved, as Layng emphasized, and so the BLS takes extra care to achieve accuracy.

The agency currently is in the process of a re-basement and beginning with the release of the January, 1982, Consumer Price Index, the data will be expressed on a base of 1977 equals 100.

The change will make the CPI's "market basket" total closer to reality than it has been in the past 10 years. In fact, the market basket total has gotten all out of shape with the double-digit inflation of the past two years.

Family budgeteers, when they see the new CPI numbers early next year, will be reading totals that reflect the same basic prices and market values as a year earlier.

Layng is pleased that the re-basing has come along now because the government has found that the worse inflation becomes, the more people express concern about the accuracy of the CPI. What happens is that consumers don't like to read those tall numbers and pretend they are not true.

Occasionally there are critics of the CPI who pop up in Congress or elsewhere. But after a flurry of activity, they fold their tents and go away because they are unable to suggest a better method of pricing the market basket of all the durables and non-durables that consumers need.

Meanwhile, the BLS searches for new ways to keep a tab on the rate of inflation and the way it affects the staggering variety of American households where the average never represents the experience of any individual part.

"We do not know the extent of this variation or the degree to which it is systematic," said Dr. Janet Norwood, commissioner of labor statistics, before a Senate appropriations committee last January, "but we are always trying to learn."

OTHER SPEAKERS

Also addressing the economic meeting were Bernard Gaillard, director of the Small Business Assistance Office of the Interstate Commerce Commission, and Richard Klem, deputy director of the Office of Policy for the ICC.

John Layng, Associate Commissioner of the Bureau of Labor Statistics, detailed current developments in the Consumer Price Index.

Keith O'Brien of Wheeler & Wheeler, attorneys retained by the IBT for ICC affairs, talked about the Motor Carrier Act of 1980 in relation to the Teamsters Union.

John Schlee of the Teamster legislative department discussed the Longshoremen's and Harbor Worker's Act which affects some Teamsters.

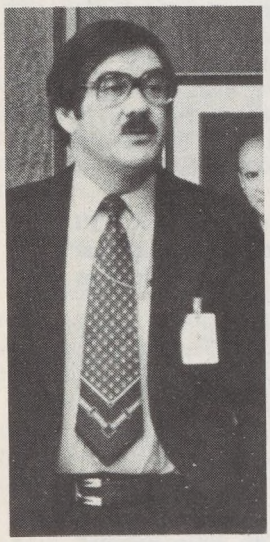
Layng and O'Brien's talks are detailed in separate accounts.

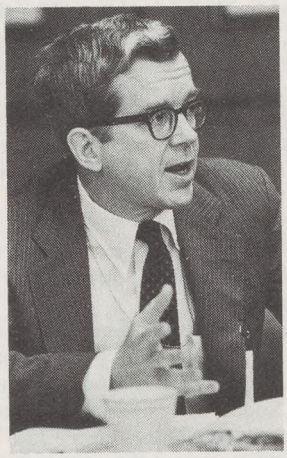
Participating in the IBT Economic Specialist Conference at IBT headquarters in Washington, D.C., March 25-27, were:

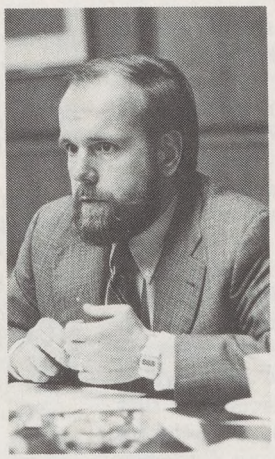
Jerry Schultheis and Jennifer Minamoto of the Eastern Conference of Teamsters; Harry Polland of Teamster Joint Councils 7 and 38 in Northern California; Duane Johnson of Teamster Joint Council 32 in Minnesota; Edgar Scribner of the Michigan Conference of Teamsters; Mark Endresen of Teamster Joint Council 28 in Washington, Robert Robichaud of the Canadian Conference of Teamsters; Donald Sanborn of the Western Conference of Teamsters, and Hugo Morris of Teamster Joint Council 42 in Southern California.

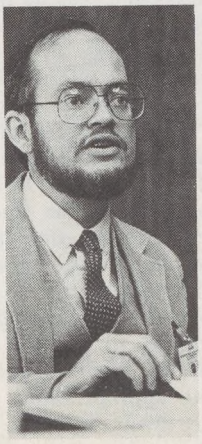
Joe Allgood represented the Southern Conference of Teamsters. Robert Flynn, administrative aide to the director of the Eastern Conference of Teamsters, Vice President Joseph Trerotola, also attended.

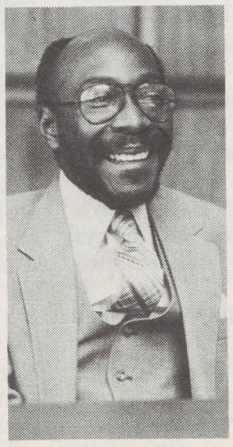
Other Teamster economic specialists include: Joan Batchen of the Central Conference of Teamsters; Paul Locigno of the Ohio Conference of Teamsters; H. J. Sperling of Joint Council 42 (replaced by Morris), and Bill Diltz of Teamster Joint Council 37 in Oregon.



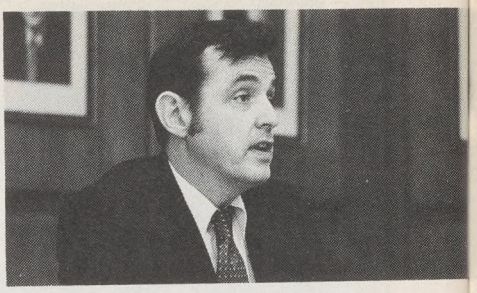








Guest speakers for the meeting included, clockwise, from top left: Robert Bonitati, special assistant to the President of the United States; James Burnham, special assistant to the chairman, Council of Economic Advisors; Charles Swinburn, Deputy Assistant Secretary for Policy and International Affairs, Department of Transportation; Richard Klem, deputy director of policy, Interstate Commerce Commission; and Bernard Gaillard, director of small business assistance, Interstate Commerce Commission.



WHEN the International Brotherhood of Teamsters and others opposed to the then pending Motor Carrier Act of 1980 warned that it would destroy America's trucking industry, the Carter Administration—determined to deregulate trucking—paid no attention.

Now what was feared appears to be coming to pass in an unexpectedly quick manner. Trucking companies, big and little, are folding and merging across the nation. Owner-drivers, a quarter-million strong, know they're going broke but some don't quite understand why.

Worse, there seems to be no respite for the damage occurring throughout the trucking industry.

Keith O'Brien, an attorney for Wheeler & Wheeler retained by the IBT in ICC matters, related the latest developments in trucking as he spoke to the Teamster Economic Specialist Conference recently.

The Interstate Commerce Commission, said O'Brien, is in a state of flux as it awaits the appointment of a new chairman. Yet the leaderless commission continues to make heavy policy decisions on matters that will guide the trucking industry for years to come.

Even as O'Brien was addressing the Teamster economists, the ICC was rejecting a request by Teamster General President Frank E. Fitzsimmons who asked the commission to halt rule-making until a permanent chairman was on the job.

Fitzsimmons specifically asked for a 60-day moratorium on major rule and policy considerations. The reply he received was that such a moratorium would "clearly run counter to congressional intent."

The response reflected an absence of consistent policy at the ICC in recent years. For example, a couple of years ago, the commission gave private carriers the right

TEAMSTERS GET AN UPDATE ON STATUS of MOTOR CARRIER ACT of 1980 FROM ATTORNEY KEITH O'BRIEN

to perform as part-time common carriers—contrary to the federal statute which makes no such provision (and which presumably also was a matter of congressional intent).

O'Brien said that since deregulation came in, the ICC has failed to observe the changes in the law carefully. The result is that large carriers seem to decide what they want to do—as if there were no ICC.

O'Brien cited the confusion brought to the motor carrier industry by a rudderless commission acting haphazardly in the name of deregulation.

For example, the ICC so far has approved about 98 percent of the applications for trucking authority.

"We're much concerned," said O'Brien, "about recent ICC policy statements on operating authority to the effect that requests must be for broad-scale authority."

This method of doing business is bad, he said, because nobody knows exactly what the carrier has in mind or what he will actually do. The uncertainty is undermining common carriers who must plan ahead as in any other business.

The Teamsters Union on several occasions has intervened in court proceedings to try and point out the legal and practical problems in this area.

It is O'Brien's view that the ICC has come to ignore the fact that "nowhere in the Interstate Commerce Act nor in the legislative history of the Motor Carrier Act of 1980 is there a sanction for anything less than a full-time commitment to common carrier service."

In proposed rules and new policy decisions the ICC seems to have abandoned the concept of commitment.

Policy initiatives, for example, have seemed to attempt to increase the attractiveness of private carriage to shippers.

On the other hand, the commission proposes to abolish a requirement that common carriers provide service to the full extent of the authority set forth in their certificates; in other words, weaken the integrity of common carriers by permitting shoddy service.

Another ICC rule proposal would permit private carriers to lease their drivers and equipment to regulated carriers. Such an idea—opposed by the Teamsters Union—would enable huge conglomerates to dictate return-haul terms to the smaller common carriers.

There are situations in which the ICC should issue new rules but avoids doing so. The Teamsters Union, for instance, has urged the ICC to adopt reasonable standards on rate authorizations so as to generate adequate revenue for carriers to pay fair wages while operating safely and at a profit.

One commissioner commented to an industry executive about this matter, saying, "the new competitive environment ensures that the era of automatic labor cost recovery is over."

The IBT opposes an ICC proposal to allow owner-operators to lease their service and equipment to private carriers. Such service, under a longtime Supreme Court decision, would amount to for-hire common carriage which requires certification. The law makes no provision for such a plan.

The new Motor Carrier Act requires the use of written contracts in the transport of exempt agricultural commodities. Yet the ICC makes no effort to keep track of the situation; the result, according to the Department of Agriculture, is that independent owner-operators are taking jobs for their services at 12 to 15 cents a mile below costs.

Meanwhile, the fuel surcharge requested by the IBT to protect owner-operators and all of the trucking industry is greatly affected by the value of the commodity being hauled. The ICC has failed to clarify its future intentions on this point.

Standing loftily above the mess is a recent, amazing decision by the ICC which blatantly disregards the careful regulatory balance intended by Congress in the Motor Carrier Act. The commission asserted that the new policy of eased entry no longer required the traditional concern for carrier financial fitness as a public interest factor.

At the grass roots level, it is clear that smaller communities—which promise little freight revenue for carriers—are beginning to suffer for lack of service. The situation was fully predicted by the Teamsters Union and other organizations opposed to the random deregulation plan.

There is a hopeful note on the horizon, according to O'Brien, and that is the fact that congressional oversight hearings on the Motor Carrier Act of 1980 are expected to be held sometime this summer.

The hearings will provide a forum in which Congress can learn whether or not its legislation has been implemented in a manner to cause a minimum of disruption to the transportation system.

Obviously, such implementation has not been the case and the ICC must be shuddering at the prospect of facing the hearings where considerations of highway safety, employee interests and the maintenance of service to small communities and small shippers must be aired

For that reason, O'Brien has stressed the need to collect facts on injustices to consumers as a result of deregulation for that is the area which Congress cannot afford to overlook.

On Thursday, April 2, three days after the assassination attempt on President Reagan, representatives of the IBT were invited to the White House for an economic briefing for labor.
Vice President Bush, a surprise speaker, addressed the give-and-take session and asked for labor's support on the Administration's general economic program. With great conviction he presented the President's policies in a straightforward manner and stated that he expected there will be approaches when labor and the White House will disagree. But he reinforced the thesis of the Reagan Administration that labor's support is needed.
Many questions were raised and some disagreement and uncertainty were evident, but the promise was made that labor would be informed every step of the way and that input on any or all aspects of the economic program was welcome.
Jim Burnhan, special assistant to Murray Weidenbaum, chairman of the President's Council of Economic Advisers, presented the nuts-and-bolts of the program.
He delivered to the labor representatives present questions and answers that Mr. Weidenbaum recently encountered before the House Ways and Means Committee, which follow in summary:

Q—The President's plan is called "a substantial break with past policy." What makes it so different . . . ?

A—President Reagan's economic program is in striking contrast with traditional stop-and-go policies. For the last 20 years, we have alternated unpredictably between fighting unemployment with tax cuts and fighting inflation with budget cuts. These policies generated uncertainty and confusion on the part of consumers and business executives alike.

Ours is a comprehensive 4-point program . . . designed simultaneously to combat both inflation and unemployment and to do so consistently over a period of years . . .

Our primary purpose is not to divide into more even slices a static national "income pie." Rather, we want to provide incentives to individuals and businesses in the private sector to work, save, and invest and thus to increase productivity, and employment, and attain a much larger "income piece for the nation . . . ."

Q—What evidence can you give us that the economic rationale behind the President's program will work?

A—First of all, we must acknowledge that the traditional approaches clearly have not worked and that innovation in economic policy is needed. If there is any unique characteristic of President Reagan's economic program it is that each of the parts reenforces the others. For example, regulatory reform acts as, in effect, a supply-side tax cut in stimulating greater levels of private investment, production, and employment. . . .

Q—In your "economic audit" you stated that the American economy "in many ways is in its worst state since the Great Depression. . . ." How did you arrive at your conclusion?

A—We relied on a battery of indicators, looked at over a period of time, to demonstrate the unique nature of the economic distress that now faces the United States, such as unusually high interest rates, unusually high tax burdens, and declining real wages.

In addition, it is unprecedented for our country to face the sustained high levels of unemployment simultaneous with the double-digit rates of inflation that we are experiencing.

It is the simultaneous combination of these indicators of economic hardship that forces us to our conclusion. . . .

Q—Recent economic indicators (for example, housing starts, personal income, and inventories) suggest the economy is not as weak as most forecasters had anticipated a few months ago. What is your reading of the current economic situation . . . ?

A—The mixed bag of recent indicators tends to confirm our expectation that economic growth in 1981 will be a very modest one percent over 1980. That prognosis for a sluggish economy is borne out by the January unemployment rate which was unchanged from December's 7.4 percent level. Reports on individual sectors of the economy reenforce this view . . .

Furthermore, personal income increased in January, but by roughly the same percentage as recent increases in retail prices. Consequently, real purchasing power was essentially unchanged as inflation and the hike in Social Security taxes offset increases in income. . . .

Q—Some critics have charged that the $41.1 billion in budget cuts hits hardest at lower income groups . . . Don't the poor get hit the hardest?

A—A careful examination of the proposed budget cuts shows that they are very broadly based, affecting virtually every region, income class and interest group of the nation except the truly needy. In fact, a rising share of the total budget is devoted to the "social safety net" of programs . . . designed to help those segments of our society that really require government assistance.

Moreover, it is important to look at the total economic program of the Reagan Administration. The program

ADMINISTRATION'S Q&A FOR LABOR ON ECONOMIC ISSUES

is designed to help create 13 million new jobs between 1980 and 1986, about 3 million more than if existing policies were to be continued.

Coupled with cutting inflation in half, increasing employment is a surer path toward alleviating poverty in the United States than are the many unsuccessful palliatives in past budgets. . . .

Q—With three successive years of 10 percent cuts in personal income tax rates, the Administration seems to be proposing a substantial reduction in government revenue. Won't this be highly inflationary?

A—The proposed tax cuts . . . coupled with the other parts of the President's economic program will provide the necessary incentives for higher levels of employment, saving and investment.

This will, in turn, increase the supply of goods and services available to the American economy and contribute to a less inflationary environment. . . .

Q—The proposed personal tax cuts mean that a family with $10,000 in income gets approximately a $130 reduction in taxes in 1982, while a family with $100,000 gets a $3,800 reduction. Isn't this inequitable?

A—I think that is a loaded question. It ignores the fact that a family with $100,000 in income now pays 30 times as much in federal personal income taxes as does a family making $10,000 a year—not 10 times. I believe it is eminently fair that the tax cuts be made in proportion to existing tax burdens . . .

The primary purpose of our tax reduction programs is to lower tax burdens, not to redistribute income, to offset the effects of inflation which has raised taxes faster than it has raised incomes in recent years, and to increase everyone's incentives to contribute to a healthier economy. . . .

Q—As a result of its tax proposals, the Administration looks for a major step-up in business spending on plant and equipment. . . . How can you avoid inflationary pressures as a result of this increased investment spending?

A—First, it should be emphasized that in fiscal 1981 and 1982, the budget cuts approximately equal the proposed tax cuts. . . . Finally, the stable monetary policy announced in the program will help to produce that dramatically lower rate of inflation which will be the most fundamental contribution to restoring the saving propensity of the American public. . . .

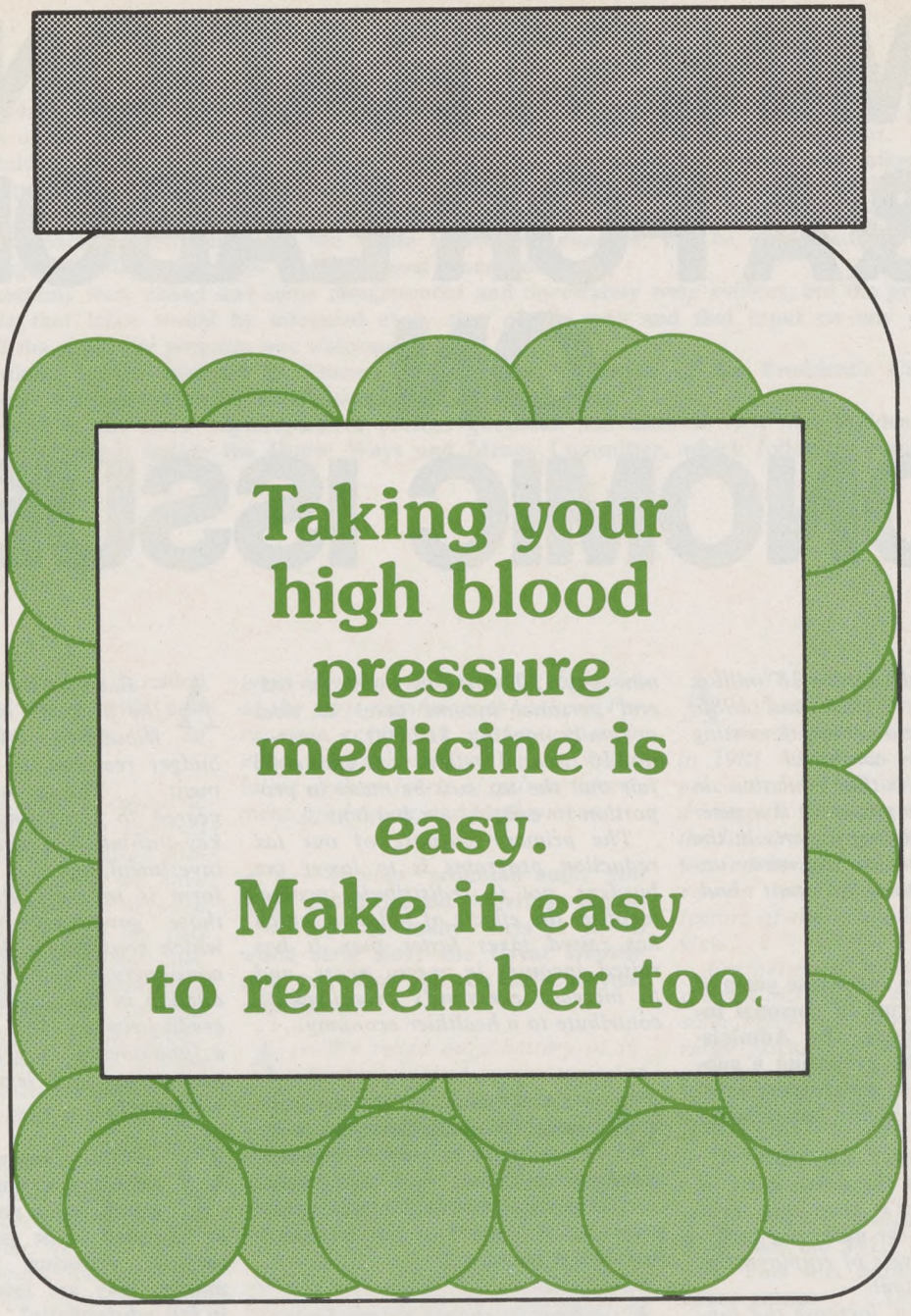
Q—How does the economic recovery program really come to grips with inflation?

A—Each of the four elements of the program makes a key contribution to lower inflation. The budget restraint is an essential element. . . . The tax rate reductions are geared to increasing productivity—a key anti-inflation factor—and to rising investment, etc. . . . Regulatory reform is squarely aimed at reducing those government-imposed burdens which constitute a hidden tax on all consumers. Finally, the 50 percent reduction in the growth of money and credit between 1980 and 1986 implies a fundamental contribution of monetary policy to a less inflationary environment. . . .

Q—With business investment spending assumed to strengthen significantly, and monetary policy assumed to be gradually but persistently reducing the growth of money, why are interest rates going to fall substantially?

A—We should not equate monetary restraint with high or rising interest rates. The Federal Reserve System can establish a pattern for money growth that decelerates over time, and if inflation slows as fast or faster, then interest rates should be declining. . . .

If each of the four elements of the President's program is carried out swiftly . . . expectations of inflation will be reduced. A decline in inflation expectations will quickly be translated into lower interest rates and rising values of financial securities. . . .



To control high blood pressure, you need to take your medicine every day. But sometimes that's hard to remember. Here are some tips that can help:

- Keep your pills where you can find them easily.
- Link taking medicine with a daily habit, such as eating breakfast.
- Use reminders to help remember refills. Buy a pocket calendar and mark it each day when you take your pills, also noting when you're due for a refill.
- Have others remind you to take or refill your medicine. Renew your prescription at a drug store convenient to home or where you work.

High blood pressure . . . Treat it for life!

National High Blood Pressure Education Program

WHAT ARE YOUR VITAL SIGNS?

WHAT do you know about high blood pressure? In the last few years, the International Brotherhood of Teamsters has joined health agencies in making Americans more aware that high blood pressure is a dangerous disease.

In 1973, only 13 percent of all Americans knew that high blood pressure is a major cause of heart disease. Today, almost twice that many, a quarter of our population, relate high blood pressure to heart trouble. A growing number of people also now know that high blood pressure leads to strokes and kidney failure.

The dangers of high blood pressure are better known. But some people still have the wrong idea about this common illness. Some people confuse high blood pressure "control" with a cure.

There is NO CURE for high blood pressure. To keep it under control, doctors usually use medication to bring down the pressure. People with high blood pressure can bring their pressure into the normal range if they follow their doctor's advice and take medicine every day. If they stop taking their pills, however, their blood pressure will go up again.

Another wrong idea about high blood pressure is that it only affects nervous and tense people. The medical term for high blood pressure is "hypertension." So some people wrongly assume that only anxious or tense people have high pressure, while calm and relaxed people have low or normal pressure. This isn't true. High blood pressure can affect anyone. It is a physical condition in which the heart and blood vessels are strained by blood pumping with too much force through the body. Truck drivers, housewives, warehousemen, executives, production workers, nurses —anyone can have high blood pressure.

Some people think a headache, dizziness, or feeling bad are telling signs that blood pressure is up. These, too, are wrong. High blood pressure has no symptoms. In fact, you can feel fine even though your blood pressure is high. Or, you can have a headache (for some other reason) when your pressure is normal. That's why you should take medicine each day at prescribed times. The medicine must be taken just as the doctor says for it to lower your pressure. Ask your doctor what to do if you miss a dose. Make sure your prescription doesn't run out. You should treat your high blood pressure every day, regardless of how you "feel."

In addition to medicine, doctors sometimes tell their blood pressure patients to watch their weight, cut down on salt, exercise more, and stop smoking. Some people think they can choose either to take the medicine or to follow the other advice. This isn't usually true. The advice is meant to be followed in addition to taking medication. The two types of therapies go together. If you watch your weight, cut down on salt, exercise more, and do other things your doctor asks, it will help the medication to work better. As a possible result, you may need to take less medicine.

The Teamsters Union is in the "people" business; our job is representing working men and women and helping them achieve gains in every area of their lives, and that includes good health.

It is estimated that this major national health problem affects more than 30 million American workers, or about one employee in three. Many of you don't even know it.

Yet, as we've told you before, uncontrolled high blood pressure can lead to serious illnesses.

It is the greatest single cause of 500,000 strokes and 180,000 stroke deaths each year, and is a major contributor to the one and a quarter million heart attacks that occur annually and result in 625,000 deaths. Because of high blood pressure-related cardiovascular (including hypertensive disease, stroke, coronary heart disease and congestive heart failure, all diseases for which high blood pressure is a significant risk factor) disease, about 26.7 million workdays, equivalent to $1.3 billion in earnings, are lost each year.

But, unlike many chronic diseases, high blood pressure can be easily, quickly and painlessly detected and controlled with routine medical care. Great strides have been made in alerting those with high blood pressure about their condition and its consequences. Complete success in getting people to treat and control their high blood pressure has been more difficult. As many as 50 percent of those on treatment drop out within the first year.

The Teamsters Union is trying to put an end to all the wrong ideas and let everyone know how important it is to take medicine regularly and to follow a doctor's advice. If more Americans do these things, we will have a better chance of putting high blood pressure "under control."

Despite visible progress, the national effort to control high blood pressure is not finished. Consider:

- High blood pressure *still* contributes to two of the nation's top three killing and disabling diseases.
- Sixty million people *still* have high blood pressure.
- Many people *still* do not know they have high blood pressure.
- Many people who know they have high blood pressure *still* do not stay on therapy.
- Many people *still* have misconceptions about the disease.

ASK YOURSELF THIS

Here's a quiz for people with high blood pressure. Ask yourself: How high is my blood pressure now? How much lower should it be? What do I have to do to bring it down to that lower level?

If you knew the answers to all three questions, then you and your doctor have a good partnership going. You already know what part you play in controlling your pressure and how to keep track of your progress. If you couldn't answer all three questions, visit your doctor or health clinic as soon as possible. Ask these and other questions you may have about your blood pressure. Keeping track of your blood pressure treatments should be important to you.

If you don't know whether you have high blood pressure, *please* get your pressure checked now. Then remember these three vital points. High blood pressure:

- Is a serious disease
- Has no symptoms
- Requires lifelong treatment

TREAT IT FOR LIFE!



STEWARDS' SEMINARS A SUCCESS



THE International Union's Research and Education Department staff was on the road again last month, taking its program of stewards' seminars to several new areas, where Teamsters could learn the techniques of bargaining they need to stand them in good stead as representatives of the membership.

The most recent program was the one convened the weekend of April 11. Martin Flaherty, a labor education staff representative, conducted a seminar for stewards from Local 580 in Lansing, Michigan.

The April 11th seminar was prepared for shop stewards from that local's freight and miscellaneous divisions, and was convened by Irving Roberts of Local 580.

More than 30 stewards attended the session to explore the intricacies of collective bargaining and the arbitration process.

A few weeks earlier, down in Florida, Local 769 convened four one-day seminars for members of that Sunshine State local, presided over by Tony Cannestro, Local 769's president.

More than 200 stewards attended the programs, conducted March 7-8 and March 14-15 respectively. Sessions were held in three Florida cities —Fort Pierce, Fort Lauderdale and Miami—to allow as many stewards of the far-flung local area to attend as possible.

The program was prepared and presented by the Research and Education Department. Sessions were structured and developed to apply to stewards working in a wide variety of industries and posed the challenge of having the staff present the regulations of three separate laws—the Railway Labor Act, the Public Employee Act of the National Labor Relations Act—in each session to cover the interests of individual stewards.

Stewards working for the newly merged Pan Am/National airline under the Railway Labor Act, for example, attended a session concerned with their unique labor relations regulations.

Likewise, stewards in freight, UPS and industrial units attended separate sessions developed to address their special concerns.

Tony Cannestro welcomed Local 769 participants and introduced Art Kane, director of the IBT department, and Sally Payne, coordinator of the labor education program, the two instructors from the International Union.

Norman Goldstein from the Southern Conference of Teamsters introduced a special videotaped message from Joseph Morgan, an International vice president and director of the conference. The message took a look at the years that lie ahead for the Teamsters Union.

After the introductions, the stewards divided into their specific workshops and worked throughout the day on a number of subjects including labor history and grievance handling.

Cannestro concluded the two sessions with the distrbution of graduation certificates and thanked all of the stewards for their hard work.









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INDEPENDENT AUDITORS' REPORT

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
Washington, D. C.

We have examined the consolidated balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1980 and the related consolidated statements of income and expenses for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the consolidated financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1980, and the consolidated results of their operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Thomas Havey & Co.

March 5, 1981

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D.C. CONSOLIDATED FUND BALANCE SHEET AS OF DECEMBER 31, 1980

GENERAL

ASSETS

Cash	$ 11,650,074
Accounts Receivable—(Less $304,132 Allowance for Doubtful Accounts)	1,924,699
Inventories—At Lower of Cost or Market	679,604
Accrued Income	1,380,204
Prepaid Expenses	325,837
Investments—Book Value (Market Value $43,132,676) Note 1	48,216,172
Fixed Assets—(At Cost, less $16,387,105 Accumulated Depreciation)	25,519,486
Deposits	139,283
Total—General Fund	$ 89,835,359

DEFENSE

ASSETS

Cash	$ 9,262,820
Accrued Income	1,446,588
Investments—Book Value (Market Value $32,241,543) Note 1	42,755,032
Total—Defense Fund	$ 53,464,440

COMBINED

Total—Combined Funds	$143,299,799

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. **Summary of Significant Accounting Policies**
   Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting with the exception of per capita and initiation fees which are recognized on the cash basis of accounting.
   Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted for amortization of premium and discount.
   Depreciation—Fixed assets are recorded at cost and depreciation is computed at rates calculated to prorate the cost over their estimated useful lives by the straight-line method.
2. **Retirement and Pension Plans**

The International provides retirement benefits for employees of the International and Building Corporation. Current service and interest on unfunded liability are funded annually, based on advice of consulting actuaries, and prior service costs are being funded over a maximum of 12 years. Total pension expense for this plan for the year ended December 31, 1980 was $3,153,330.
At January 1, 1980, the date of the latest actuarial evaluation, the actuarial present value of accumulated vested and nonvested plan benefits were $31,605,238 and $1,694,635, respectively, and the net assets available for benefits were $29,662,435. The assumed rate of return used in determining

FUND

LIABILITIES AND NET WORTH

Liabilities

Accounts Payable	$ 3,209,735	
Accrued Expenses	56,357	
Total		$ 3,266,092

Net Worth

Balance January 1, 1980	81,311,623	
Add:		
Excess of Income Over Expenses for the Year Ended December 31, 1980	5,257,644	86,569,267
Total—General Fund		$ 89,835,359

FUND

Net Worth

Balance January 1, 1980	$48,816,435	
Add:		
Excess of Income Over Benefits for the Year Ended December 31, 1980	4,648,005	$ 53,464,440
Total—Defense Fund		$ 53,464,440

FUNDS

Total—Combined Funds	$143,299,799

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

the actuarial present value of accumulated plan benefits was 4½% for 1980.

Pursuant to a resolution at the 1961 International Convention, a multiple-employer pension plan was established for officers and employees of the International's affiliates. Contributions to the plan, which amounted to $21,962,734 for the year ended December 31, 1980, are computed by actuaries and approved by the General Executive Board of the International, in accordance with the authority delegated to the Board by the Trust Agreement.

At January 1, 1980, the date of the latest actuarial evaluation, the actuarial present value of accumulated vested plan benefits was $251,779,841 and the net assets available for benefits were $200,938,085. The actuarial present value of accumulated non-vested plan benefits is not available since the information was not included in the latest actuarial valuation. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 5% for 1980.

3. **Contingent Liability**

During 1980 a judgment was entered in a federal district court against the International for damages in the amount of $3,030,624. This judgment is currently on appeal.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D.C.
CONSOLIDATED STATEMENT OF INCOME AND EXPENSES—GENERAL FUND
FOR THE YEAR ENDED DECEMBER 31, 1980

EXHIBIT "B"

Operating Income		
Fees		
Per Capita—Members	$71,592,098	
Initiation	809,090	$72,401,188
Other Income		
Sale of Supplies	509,030	
Miscellaneous	363	509,393
Total Operating Income		72,910,581
Deduct:		
Operating Expenses		
Defense Fund (See Exhibit "C")	9,091,697	
International Fed. of Chem. & Gen. Workers' Unions	250,000	
Teamster Affiliates Pension Fund	21,962,734	
Organizing Campaign Expense	5,787,719	
National Master Freight Agreement	3,592	
Financial Aid to Subordinate Organizations	115,000	
Retirement and Family Protection Plan	3,153,330	
Administrative, Office and General	10,744,448	
Magazine—"International Teamster"	4,170,603	
Legislative and Political Education	485,738	
Communications	561,075	
Legal Fees, Expenses and Related Costs	1,997,014	
Judgments, Suits and Settlements	60,200	
Appeals and Hearings	14,689	
Divisional and Departmental	11,604,389	
National Headquarters Building	2,549,899	
Branch Offices	39,547	
Supplies for Resale	298,687	72,890,361
Net Income from Operations		20,220
Add:		
Financial Income—Net		5,798,837
Other Income (Expense)—Net		(561,413)
Excess of Income Over Expenses for the Year Ended December 31, 1980		$ 5,257,644

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA
WASHINGTON, D.C.
STATEMENT OF INCOME AND BENEFITS—DEFENSE FUND
FOR THE YEAR ENDED DECEMBER 31, 1980

EXHIBIT "C"

Income		
Per Capita—General Fund (See Exhibit "B")	$ 9,091,697	
Financial Income—Net	4,585,964	
Loss on Foreign Exchange	(109,386)	$13,568,275
Benefits		
Out-of-Work Benefits		8,920,270
Excess of Income Over Benefits for the Year Ended December 31, 1980		$ 4,648,005

SEE NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

IBT
SHIELD
SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND
International Brotherhood of Teamsters—Department of Safety and Health

OSHA STANDARDS UNDER THE GUN

THE Occupational Safety and Health Administration, under the leadership of new Assistant Secretary of Labor Thorne Auchter, has begun an extensive review of OSHA regulations, many of which affect Teamster members. As of April 15th, the following actions have been taken:

REGULATIONS OR RULEMAKINGS WITHDRAWN

- ***Labeling and identification of hazardous substances***—This proposed regulation was aimed at informing workers of the composition and hazards associated with workplace chemicals.
- ***Indiana State Plan revocation***—OSHA had been considering withdrawing Indiana's authority to administer workplace safety and health because of complaints that the state plan was ineffective.
- ***Proposed amendments to OSHA's cancer policy***—These amendments would have brought OSHA's plan for regulating cancer-causing workplace substances into line with the recent Supreme Court decision in the "benzene" case. That decision required OSHA to establish that workers bore the risk of contracting cancer before a workplace chemical was regulated.

REGULATIONS OR RULEMAKINGS POSTPONED

- ***Walkaround pay rule*** (postponed until May 30), and proposed for revocation—This rule ensures that employees who accompany an OSHA compliance officer on an inspection continue to get paid for that time. The rule has been stayed and OSHA proposes to revoke it entirely, arguing that it is really an issue for collective bargaining.
- ***Effective date of new trigger level*** for medical removal protection in OSHA's lead standard (postponed until May 1)—This rule lowers the level of lead in a worker's blood necessary to require his removal from lead exposure. This so-called "trigger level" has been delayed and OSHA is now considering industry request to grant a one-year stay on the grounds that the new level would remove too many irreplaceable skilled workers.
- ***Effective date of statement of feasibility*** of lead standard for certain industries (postponed until April 30)—In response to a court order, OSHA analyzed the economic and technological practicality of extending the lead standard to certain "secondary" lead industries. That statement has now been postponed and will likely be revised.

As the new leadership at OSHA continues to review and revise the regulations developed in the ten years since the agency was established, the Teamsters along with all of labor will be submitting comments expressing the position of our organization and closely watching to make certain that the safety and health of workers is not compromised.



Most Regulations Have A Worthwhile Purpose

RICHARD COHEN

AS we all know, the new Administration is committed to reducing the excessive burden of regulation on American business and industry. Debate now rages in the halls of Congress and the offices of the affected agencies on exactly which regulations are necessary and useful, and which are unneeded and unwarranted.

The Washington Post recently ran an article by respected columnist Richard Cohen which we believe sheds some light on this vital issue. It makes good reading for everyone who believes that the government has a duty to protect those who can't fully protect themselves, whether it be the industrial worker or the purity of a river.

FOR A TIME, I went to college in the building that once housed the Triangle Shirtwaist factory. It was there, in 1911, that 145 garment workers, most of them women, died in a horrible fire that shocked a nation into thinking seriously about fire code regulations. All that remains now is a commemorative plaque on the base of the building and the regulations themselves. What has been forgotten, I'm afraid, is the tragedy that inspired them. As a nation, we have a short memory.

At the moment, for instance, politicians are extolling deregulation as if there were never any reason for regulation in the first place. Suddenly, it is as if the past never happened, as if nothing was ever learned, as if we have forgotten that regulation is often good and deregulation is sometimes just another word for irresponsibility.

People talk now only about the costs of regulation. It costs this and it costs that, and you have to have lawyers in Washington and that, of course, costs some more. You have to fill out forms and then do things the right way and answer to some jerk in Washington who knows from nothing about your business and never—and this is the operative cliche, so pay attention—had to meet a payroll.

Well, by George and by God, there is something to this. I, for one, can cite you horror story after horror story about what the pointy heads of Washington have done. They have ruined some businesses, and taken the profit out of others and their insistent paper work sure has spoiled the nights of more than one business person. Anyone who has read how Grumman tried to build a bus to meet all the federal regs would understand what I mean. It's a regulatory jungle out there.

But then people still do die in coal mines and people still die of black lung and even more would be dying if the government had not forced the coal mine operators to do something about the problem. People are acting now as if the coal mine operators of the country had cleaned up their industry on their own initiative and then the government came in to muck things up. That's not the way it happened.

It did not happen that way in most industries. It was not the government that built the Corvair or, for that matter, the Edsel. It was not the government that marketed thalidomide or cars that disintegrated from little more than a dirty look. The government does not make cigarettes and tell kids how terrific they are and the government did not put poison in the ground all over the country. No cow was ever poisoned by a regulation.

Where are these awful government regs when chemical workers get contaminated? Where are these hated regulations when atomic energy workers get cooked and when they have to turn, as they did at Kerr-McGee in Oklahoma, to a medical officer who had studied something like animal husbandry? Show me the corporation that ever got radiation poisoning. Show me a board of directors who got black lung, who got Kepone poisoning or went into a coal mine where the cold is raw and you have to work hunched over in water. Show me.

How is it that we think the problems are solved when you still can't swim in the Potomac River and the marvelous Chesapeake Bay is dying and all over Long Island you can't drink the well water? Acid rain falls on the forests and fish die in the ponds and in the summer the air of Washington, D.C., keeps the elderly indoors, breathing through air conditioners they can ill afford to keep running. Deregulation will, I know, solve all this.

No one seems to remember these things anymore. Regulations that were designed to save lives, protect consumers and preserve the environment are now seen as examples of government excess. Well, times change and with it so do remedies. There is nothing wrong with rectifying mistakes, with redressing grievances, with what Vice President Bush calls "seeking a balance" and with trying new solutions.

But there is something wrong in forgetting the reason for the regulations, in pretending that the regulations were imposed by a malevolent government intent on doing nothing more than making things harder for American business. And there is also something wrong in pretending that the problems have been solved and that the last thing in the world American industry would do is endanger a worker or rip off a consumer or spoil the environment. They are the same guys they used to be.

Or have we forgotten?

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ACTIVE IBT LOCALS

NOTE TO LOCALS—YOUR HELP'S ASKED

Teamster Local 406 of Grand Rapids, Michigan is involved in a strike with Bil Mar, Inc., producer of many different products under the Bil Mar and Mr. Turkey labels besides the full turkey.

The products listed below are produced by this employer:

1) full grown bird (Bil Mar)
2) Mr. Turkey Franks
3) various lunch meats—Mr. Turkey—turkey roll—salami, etc.

They also produce frozen dinners for airline catering services. Local 406 has been in bargaining for three (3) months with this employer. 450 Teamsters engaged in the strike have been on the streets facing many employer tactics, including the hiring of scabs to do their work and continuing threats, among other coercive techniques.

Local 406 and its Bil Mar members are asking for your support of their effort.

If you can buy Bil Mar products in your area, please remember your brothers and sisters on the picket lines before doing so.

NORFOLK, VIRGINIA

Teamster Leader's Also A Mighty Proud Father

For Teamster Local 822 President Ernest Hines, one of the proudest days of his life had to be the one on which his son, Ernest, Jr., was born. Now he has another date about which to be equally proud.

Ernest Hines, his son and a 258-pound all-district tackle for Norcom High in Portsmouth, Va., was recently drafted to a football grant-in-aid scholarship with Norfolk State, in what was touted areawide as the "recruiting jackpot of the year." The Virginia school had to beat out such big name Division I colleges as Michigan, Maryland, Florida, Wisconsin and East Carolina and Division II schools Florida A&M, Virginia Union, Winston-Salem State, and Elizabeth City State, all of which were in contention for the youngster and his talents.

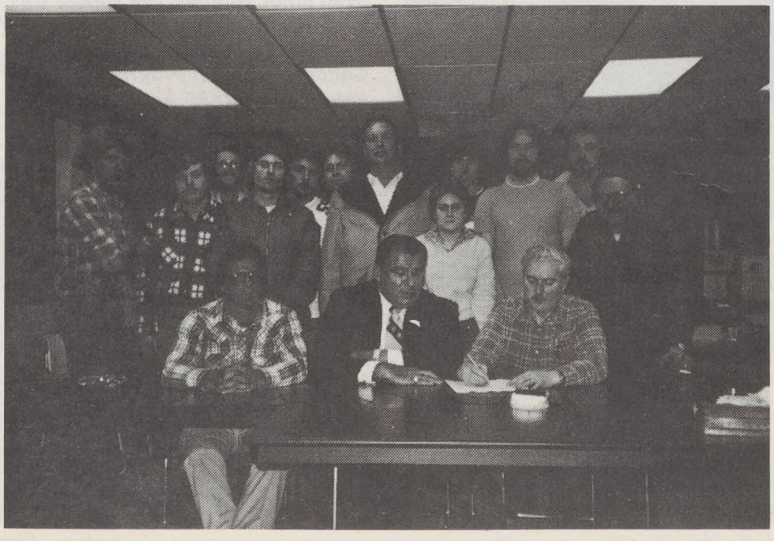
Young Hines at 6 feet, 4 inches, is reportedly one of the fastest players on the Norcom team, and made the All-Southeastern District team at tackle on both offense and defense last season. He was also voted the most valuable lineman by his Norcom teammates.

Hines mentioned that the state school had an inside track with him all along, for two reasons: first, several of his friends were also going there; and secondly, he felt that he'd be able to earn better grades throughout college if he wasn't homesick and could concentrate on his studies.

Although Hines isn't saying so yet, this young man is likely to be heard from for a long time to come. At 6-4 and 258, Ernest is built just right for a future career as a professional with the NFL.



Here, Hines (left) checks over the football grant-in-aid with Norfolk State as his parents, Mr. and Mrs. Ernest Hines, Sr., look on. Dad is president of Teamster Local 822 in Norfolk.



PITTSBURGH, PENNSYLVANIA

Wholesale Tire Workers Join the Teamsters

Some 23 employees of the Wholesale Tire Co. recently voted overwhelmingly to become members of Teamster Local 249 in Pittsburgh.

Culminating months of organizing and negotiating efforts, members of the group recently watched as Nick Sansotta, vice president of Local 249 (center) and company owner Ray Chiri (right) affixed their signatures to the first contract ever negotiated for the workers, one which proud negotiators say is one of "the best ever negotiated for a tire company." Albert E. Coates, Jr. (left), is the Co. vice president/general manager.

ACTIVE IBT LOCALS

PITTSBURGH, PENNSYLVANIA

Teamster Leader Tapped To Fill Civic Post

Charles M. Byrnes, president of Teamster Local 249 and secretary-treasurer of Pennsylvania Teamster Joint Council 40, was elected recently to join the board of the United Way of Allegheny County, Pa.

Byrnes, a member of Local 249 since he was 17 and president of the local since 1978, will assist the United Way chapter with its fund-raising, planning and allocation functions. The group raises funds for its agencies under the auspices of the United Way of Southwestern Pennsylvania, which encompasses several Pa. counties. Distribution of these funds is handled by member United Ways at the local level, using local volunteers.





NEW YORK, NEW YORK

Teamster's Aid Cancer Research

Teamster Local 810 of New York City recently helped promote cancer research by funding a new grant at New York University's Medical School, in memory of recently deceased Seafarers' International Union President Paul Hall, a long-time friend of area Teamsters. Shown here presenting checks totaling $12,100 to Dr. Martin S. Begun, dean of NYU's medical school, are from left: Local 810 Vice President Max G. Sanchez, Local 810 President Dennis Silverman, Dr. Begun, Seafarers' Secretary-Treasurer John Fay, and Local 810 President Emeritus Milton Silverman. Thanks to a $10,000 donation from the Teamsters and $2,100 raised from other sources, the school was able to qualify for matching government funds, raising the total the Cancer Research Program has to use for its work to $24,200.

MANCHESTER, NEW HAMPSHIRE

Teamster Named Mack Driver of the Year

John Decoff (left), shown here receiving a plaque of commendation from Teamster Local 633 Secretary-Treasurer Antonio Chloros, Jr., was recently selected "Truck Driver of the Year" for the State of New Hampshire by Mack Trucks, Inc., in conjunction with American Trucking Associations, Inc. Decoff, presently employed by Yellow Freight System in Manchester, N.H., was recognized at the local's monthly meeting recently for his outstanding record of 32 years without a chargeable accident.



PHILADELPHIA, PENNSYLVANIA

Teamster from Emery Retires in Pa.

When longtime Emery Air Freight Corp. employee Bill Callingham retired recently, coworkers and brother and sister Teamsters made sure he did it with a bang, throwing a party in his honor.
Here, Callingham, a former business agent for Local 161 in Philadelphia, (far right) listens as Local 161 Secretary-Treasurer Arthur Duckenfield lauds his years of service (second from left), while Local 161 Trustee and Emery Shop Steward Ed Keyser and Local 161 Vice President I. G. Sigler wait to congratulate him.





BARRE, VERMONT

Teamster's Daughter Wins Beauty Honor

Teamster Glen Haney, a member of Local 597 of Barre, Vermont, is proud of his daughter, Lisa, for many reasons, one of them being her recent selection as "Miss New Hampshire Teenworld," in a statewide beauty pageant.

Lisa, 15 and a high school sophomore, would like to be a model and actress when she is older. A graduate of both the Barbizon School of Modeling and a Dale Carnegie course, she also has competed in two Miss United Teenager Pageants in the recent past.

Her dad, shown here posing with his beautiful daughter, is employed by St. Johnsbury Trucking Inc., and has been a Teamster for more than 29 years, with New Hampshire Local 633 and now with Local 597.

SCRANTON, PENNSYLVANIA

Local 229 Member Benefits from Arbitration

Teamster Local 229 member Edward Leonard recently received a backpay award of $9,216.00, thanks to the successful pursuit of his grievance against his employer, Affiliated Food Distributors, Inc., by his Teamster local.

Here, the Teamster is shown receiving his backpay check from Local 229 Business Representative Paul Weber, as union stewards William Napolitan (right) and Ken Miller (rear) watch.

Following the favorable decision on his discharge case, the Teamster was ordered reinstated to his job with full seniority and benefits, as well as backpay.



ACTIVE IBT LOCALS

MEDFORD, OREGON

Teamster Lauded For Safety Record

Teamster Local 962 member John Kooken (right) receives a plaque for 25 years of safe driving for Delta Lines out of Roseburg, Ore., from Terminal Manager Bob Dilley. Brother Kooken has been a Teamster for 22 years.



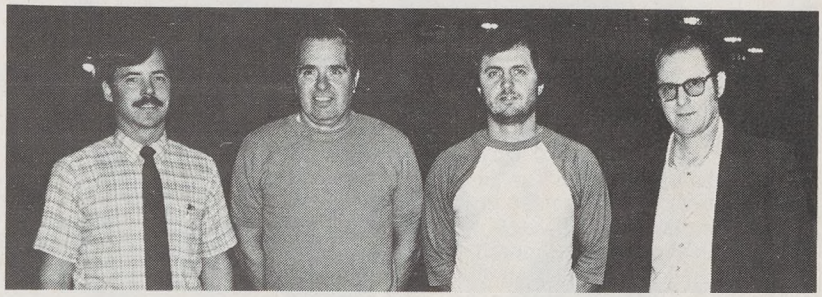
PORTLAND, OREGON

Safety-Conscious Local 206 Teamsters Attend Seminar

Teamsters employed by the Fred Meyer Clackamas Distribution Center in Portland take a lot of interest in employee programs the company offers, especially those related to worker safety.

Recently, a number of employees, including many Teamster Local 206 members, attended an informative seminar on back injury prevention, sponsored by the company and Oregon Self-Insurers and conducted by Leonard Ring of Auckland University, New Zealand, a recognized authority on the subject.





Among those attending the day-long session were, in the top photo, from left: Harvey Holman, general merchandise working foreman; Sue Kurtz, soft goods supervisor; Salina Sanchez, soft goods order filler; Kathy Whalen, occupational health nurse; Dave Chittenden, general merchandise, fork; and Edward Vandenderen, general merchandise graveyard shift supervisor. In the bottom photo, from left, are: Robert F. Weed, grocery swing shift supervisor; Robert Sterling, produce warehouseman; Gregory D. Fortune, grocery order filler, and Robert T. Green, Local 206 business representative. They were joined by nine other employees at the safety seminar.



SAN FRANCISCO, CALIFORNIA

Teamster Visits With 'El Presidente'

When Local 960 Secretary-Treasurer Rudy Ortega (left) was visiting Mexico City recently to participate in an international seminar, he and others in the group included in their itinerary a visit with President Jose Lopez Portillo (right) of Mexico in the Presidential Palace. Behind Ortega, who is of Mexican descent, is Ray Clark, executive secretary of the British Boxing Board.

LOS ANGELES, CALIFORNIA

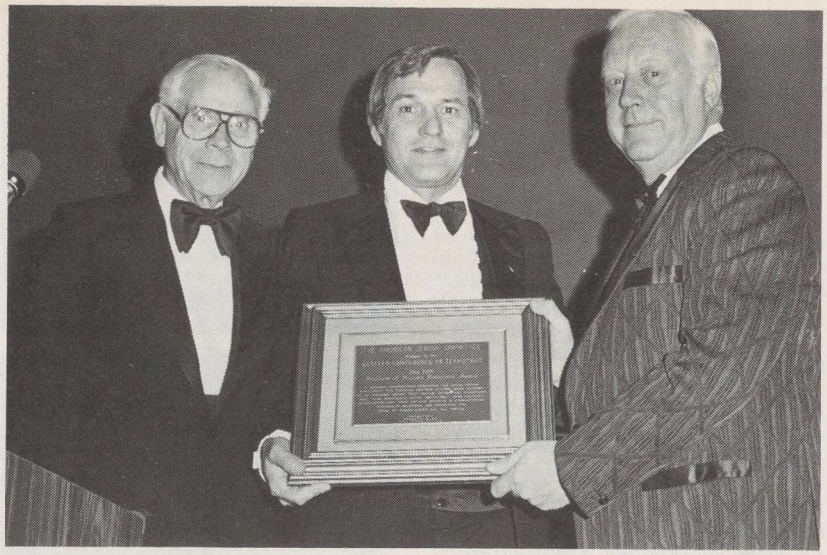
Western Conference Cited For Civic Responsibility

The Western Conference of Teamsters, with headquarters in Los Angeles, was the recipient last month of the prestigious National Human Relations Award, presented to it for its civic endeavors on behalf of workers.

Accepting the award for the Conference at a special tribute dinner was WCT Director and International Vice President M. E. Andy Anderson. He received it from Ernest Weiner, an area director of the American Jewish Committee, who made the presentation on behalf of th AJC and its affiliated Institute of Human Relations.

In noting that the Western Conference and its members were being honored "for maintaining an exemplary commitment to the welfare of their communities and an ever increasing responsibility in civic and educational affairs," the AJC pointed out that it selects its honorees very carefully, demanding a record of proven responsibility and commitment to civic and community affairs that the Western Conference and its members ably demonstrate.

In presenting the award to the Teamsters, Weiner emphasized the importance of the labor movement. He noted its strength "as one of the most potent forces in American society at a critical time in history, when reservoirs of support for the nation's citizens are desperately needed to resist pressures on a global scale."



Here, IBT Vice President and Western Conference Director M. E. Andy Anderson (right) is congratulated on the honor for the Conference by Morris A. Shenker, chairman of the board, Dunes Hotel & Country Club, the evening's dinner chairman (left), and by Dan Mikulak, general manager of the Riviera Hotel.

TUCSON, ARIZONA

Local's Perseverance Pays Off for Member

Perseverance paid off, in the case of Teamster Carmen Daniel and Local 310 recently. The local union went to bat for the Teamster after the 11-year veteran of the Milne Freight Lines was denied workmen's compensation in a case against the company, following which he appealed the decision. Even after the Arizona/New Mexico Joint State Committee ruled in Daniel's favor, the company still failed to comply with provisions of the National Master Freight Agreement and pay him the compensation due him. It wasn't until Local 310 and Vice President Pete Cinquemani attempted to gain strike approval against Milne that the company finally agreed to comply with the J.S.C. decision.

Here, Local 310 Vice President Cinquemani (left) presents Daniel with a $5,629.19 backpay award to compensate him for losses suffered before monthly compensation payments from the company began.



'The Milkman' Acclaimed By Retirees

Several readers have written to *The International Teamster* magazine complimenting the story, "The Milkman," published in the January, 1981, issue and relating the tale of Ted Swanson, a retiree from Teamster Local 205 in Pittsburgh, Pa.

Lyle H. Giarde, a retiree of Teamster Local 683 in San Diego, Calif., wrote: "I really enjoyed the article on retired milkman Theodore Swanson. My life in the dairy business was much the same as his except that I moved around on the West Coast and worked for several different dairies—all union."

Giarde commented, too, on his hobby of collecting glass bottles and milk bottle caps along with other items fast vanishing from the dairy industry.

Amos E. Ashe, a former member of Teamster Local 937 in Baltimore, Md. ("and proud of it"), said he "enjoyed reading Swanson's story and it actually stirred me to write a few lines that is likewise related."

Then there was the comment of a retired bakery driver-salesman, Frank Stajszczak of Teamster Local 734 in Chicago, Ill. He wrote:

"Your story on 'The Milkman' brought back many memories. My late father was a union milkman for 50 years. I helped my Dad before going to school in the early morning. I also had three brothers—all union milk drivers for 30 to 40 years."

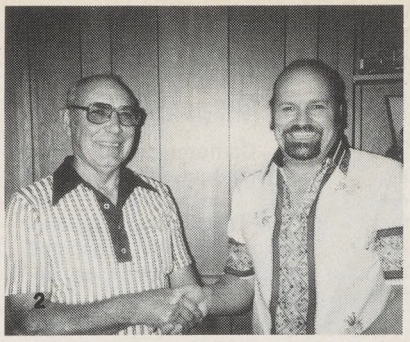
VALLEJO, CALIFORNIA

Teamster Local Pauses To Say 'Congratulations'

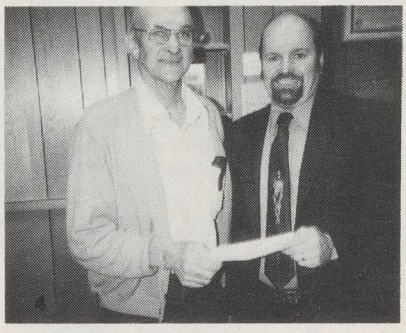
As do most local unions, California Teamster Local 490 stays busy, as its officers administer the affairs of its members, negotiate their contracts, settle their grievances and adjudicate their disputes.

That's why it was a pleasure recently for Local 490 Secretary-Treasurer Tom Williams to pause to make several presentations to members. Shown here (at right in all photos), Williams presents a backpay award of $3,500 to Local 490 member Irv Suits, after the Local's resolution of his discharge dispute with his employer, Fairfield Transportation Company (1). In the other photos, he greets new Teamster retirees, including 30-year Teamster veteran Mel Hawkins. Williams wishes Hawkins well as he leaves Pargas to enjoy some traveling he's planned with his wife, Verta Mae, another Teamster retiree (2). Below, he congratulates retiree Norm Frost, an employee of Pacific Sanitation, on his 20 years of service to the company (3), and presents former Basalt employee and Teamster Sherm Manley with a $5,000 check that should cushion his retirement. Manley, a Teamster since 1940, has a lot of hunting and fishing planned for his retirement days (4).







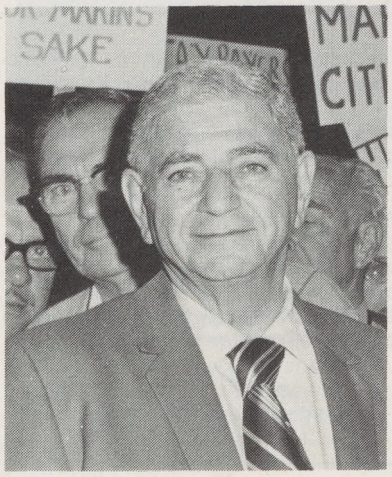


SAN FRANCISCO, CALIFORNIA

Veteran Teamster Takes Retirement

Jack Goldberger, president of Teamster Joint Council 7 in San Francisco announced his retirement recently from that post, citing ill health. While officially leaving the office he's held since 1973, Goldberger assured the area's officers and members that he would continue to serve them in an advisory capacity, as requested by the Council's executive board.

Long recognized as a spokesman for 80,000 Northern California Teamsters, Goldberger founded San Francisco Newspaper and Periodical Drivers Local 921 out in California more than 47 years ago, back in an era before newspapers were organized and violence often accompanied distribution sales. He brought his local into the Teamsters in 1938 under a federal charter and has served as its executive officer ever since.



Over the years, the Teamster has been active in many union activities, including service for more than 14 years as an International Organizer.

Although the Teamster leader has consistently headed the negotiating teams for all the newspaper unions in bargaining for contracts with publishers of Bay Area metropolitan newspapers, perhaps the event related to his negotiating days he'll most remember occurred back in 1970.

Jack had always been prominently visible lending support on picket lines, but that year spent 15 days in the Marin County jail after he joined striking AFL-CIO printers in a labor rally outside the San Rafael *Independent Journal* (scene pictured here). We're sure California Teamsters will continue to rely on his expertise whenever possible.

OAKLAND, CALIFORNIA

Local 78 Creates New Jurisdictional Division

Oakland, Calif. Teamster Local 78 announced with pride recently the formation within its Automotive Employees Local of a new division to cover chemical, petroleum, gas maintenance and related employees. Formulation of the new unit came with the approval of Joint Council 7's executive board, acting on the request of Local 78 Secretary-Treasurer Michael (Jerry) Corniola.

Local 78 currently represents several hundred related employees of the gas and chemical industry covered under a vertical contract on all phases of maintenance and construction.

Corniola said that with the new unit, the local union will "begin an aggressive organizing campaign expanding into these work areas in an effort to gain representation from all non-union employees."

Local 78 President Steve Mack heads up the new division, assisted by Organizer Ray Brown.

ACTIVE IBT LOCALS

NEW YORK, NEW YORK

Teamsters Hit Snag In Thruway Negotiations

Teamster Local 72 of New York City announced recently that it faced an impasse in the negotiations of a wage reopener covering 2,100 Unit I employees of the New York Thruway. Noting that the last wage offer of the Thruway did not even equal the wage increase it has already given to the part-time employees, Local 72 Secretary-Treasurer Vincent Trerotola stated that, "things have gotten so bad that some full-time employees are qualifying for food stamps and welfare assistance. With the no-strike protection of the Taylor Act, the Thruway seems to feel it can just thumb its nose at its employees. No public or semi-public employer should have the right to act so irresponsibly toward its employees."

Trerotola pointed out that wage rates on the New York Thruway are now $1.30 to $2.50 per hour behind the turnpikes in Pennsylvania, New Jersey and Massachusetts. "Bridge toll collectors in the New York metropolitan area are receiving wages nearly twice what the Thruway is paying. Toll collectors on bridges in the western part of the state are making over $2.00 per hour more than our toll collectors. This situation is intolerable.

"While the New York Thruway acknowledges the wide wage differential with other toll roads in neighboring states, it refuses to do anything about it, hiding behind the Taylor Act. You would expect such an anti-union, anti-employee attitude in the South, but not here in New York State. Our members are getting desperate and see no hope for a decent standard of living in the future with the purchasing power of their dollar destroyed by inflation and an uncaring employer who hides behind an unjust law. We have no intention of permitting the Thruway to continue to make second class citizens of all our members," he said.

The Thruway has refused the union's request for binding arbitration. Under New York State law, the matter will now go to non-binding mediation with the mediator being appointed by PERB.

HARRISBURG, PENNSYLVANIA

Retirement Apparently IS All They Say It Is!

Two Teamster Local 776 members in Harrisburg stopped by the local union hall recently where they were congratulated heartily by President Don Moudy (right) on their recent retirements from Hall's Motor Transit Company. Steve Sebastion (center) is a 35-year Teamster veteran, who says he's spending his time now "bar-hopping," which he thoroughly enjoys. Frank Winchell (left) was a Teamster driver for more than 30 years and now spends his time traveling, mostly to the West Coast and New Mexico. He notes, "Old truckers never die; they just keep on a passing through."



OAKLAND, CALIFORNIA

Teamster's Diving Skills Are Top-Notch

We've heard of the Driver of the Year, but "Diver of the Year"?

That's the title recently bestowed for the second time on Teamster Local 70 member John Enos by the Alameda County Sheriff's Office Underwater Rescue Unit 9 for his efforts with the unit as an unpaid volunteer.

Enos, a Teamster for some 28 years and employee of Pacific Motor Freight, is rated as a "Master Diver" and regularly employs his expertise to aid in underwater rescues.

Divers from Unit 9 are on 24-hour call, working for all the San Francisco Bay Area Police Departments, as well as the Sheriff's Department. Their duties include recovering murder weapons, stolen cars and bodies of drowning victims. A few months ago, for example, Brother Enos had the unpleasant responsibility of recovering the body of a fellow Teamster from the cab of his truck, which was immersed in 60 feet of muddy water. He and his unit dive in lakes, rivers and the Bay. They have even been called on to jump into the ocean from a Coast Guard helicopter.

Enos apparently really enjoys the pastime since in his leisure hours, when he's not with his wife and children (including Teamster Local 70 fellow member son Michael), he can usually be found doing some diving just for pleasure with Teamster buddies who also enjoy the sport.



Here, the Local 70 veteran is shown with both his 1975 and 1980 "Diver of the Year" awards from the Alameda County Sheriff's Office.

ACTIVE IBT LOCALS



MINNEAPOLIS, MINNESOTA

Even the Yellow Ribbon Carries the Union Label

"Tie a yellow ribbon 'round the old oak tree," was a popular song as the released hostages (or freed Americans, as they prefer) made their way home from captivity several months ago, and much of America hurried to follow its sentiment.

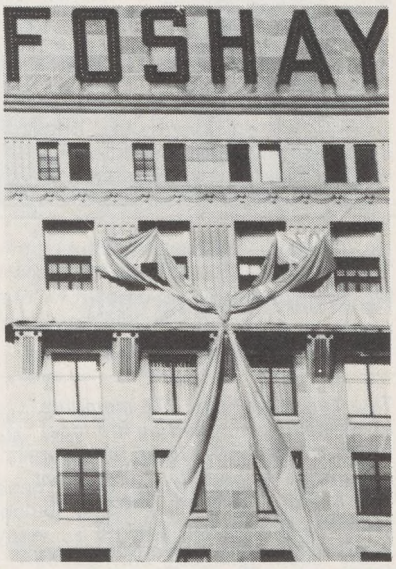
Among them were members of Teamster Local 221 who, lacking the tree, festooned their ribbon from Foshay Tower in downtown Minneapolis for all to see.

Joining in the effort were employees of the warehouse of Hoigaard's Incorporated, Local 221 members all. Asked how the idea evolved, George Jevnager, working foreman and Local 221 member, said, "American Properties—the people who manage the Foshay—called on Friday (January 16) asking if we could build a yellow ribbon to go around the Foshay Tower. We started it Monday morning and finished it that evening."

Chris Van Lith, secretary-treasurer of the Teamsters' local, and Paul Bailey, president of Local 221, said of the patriotic effort, "We are proud of the fact that our people could be a part of the manufacture of a symbol of the safe return of the hostages. It was unique, and it was a Teamster-made article."

Above, Hoigaard's Inc. employees who made the Foshay ribbon possible, include, left to right, in the front row: Chris Van Lith, secretary-treasurer, Local 221; Paul Ockuly; Mary Zimmerman; Ruth McElderry; Martha Derhaag; Steve Favre, and Paul Bailey, president, Local 221. Back row: Rick Tollackson, Wasyl Nikolajenko, Scott Emery, George Jevnager, Greg Tolkinen, Dale Hutchins, steward Jim Moeller, and Bruce Jevnager.

Below, the Hoigaard's employees' yellow ribbon, all 453 feet and 400 pounds of it, as it graced the Foshay Tower in Minneapolis to welcome home the hostages.



ST. LOUIS MISSOURI

Mo. Teamster AMVET Active In Safe Driving Program

Teamster Bill White, a member of Missouri Local 610, takes his job as a driver for National seriously, and carries it over into his leisure time association with the Missouri AMVETS Department, where he serves as the Drivers Excellence Program chairman.

White last year, as head of the safety program in the host Missouri AMVETS department, had the honor of handling the arrangements for the 14th Annual National Finals in the AMVETS-Dodge Drivers Excellence Competition. Thirty-eight state winner students from around the country competed for a top prize of a new Dodge automobile and a $2,000 scholarship and four runner-up scholarship awards.

Each of the competing high school students had completed his or her drivers' education program in school and had recently received either a learner's permit or a driver's license to be eligible.



Here, Mo. AMVETS Department Driver Excellence Chairman Bill White, a member of Teamster Local 610, discusses the annual safety competition program with National AMVETS Commander Joseph R. Koralewski (left).

The program, which encourages safe and skillful driving, is co-sponsored by AMVETS and the Dodge Division of the Chrysler Corporation. It is administered by the AMVETS National Traffic Safety Commission.

Teamster veteran Bill White has driven for National for nearly 16 years. He is a former Missouri AMVETS Department Commander and also is a past commander of AMVETS Post 55 in Berkeley where he has held a number of other offices. Needless to say, his years of Teamster experience serve him well in his current Drivers Excellence post.

MADISON, WISCONSIN

Teamster's In Right Place at Right Time

A young mother and her four-month-old son are alive today, thanks to the efforts of Teamster Theron Faulkner, Jr.

Faulkner, employed by Bulk Transport Company and a member of Teamster Local 695 in Madison, Wisc., averted near-tragedy at the Clifford Peters home after happening on the scene just in time to notice a "glow in the sky" and spot the burning mobile home. Inside were Mrs. Vicky Peters and her son, Adam, both of whom escaped serious injury, thanks to the alert Teamster's rescue efforts. (Peters was at work at the time.)

Describing the incident, Faulkner said that when he arrived at the scene, he found one section of the trailer already engulfed in flames. The Teamster called the local night police officer, Jerry Linder, on his CB radio, then jumped out of his car to render aid.

Finding the front door blocked by flames and smoke, Faulkner finally got into the trailer by kicking open a rear door on the north side.

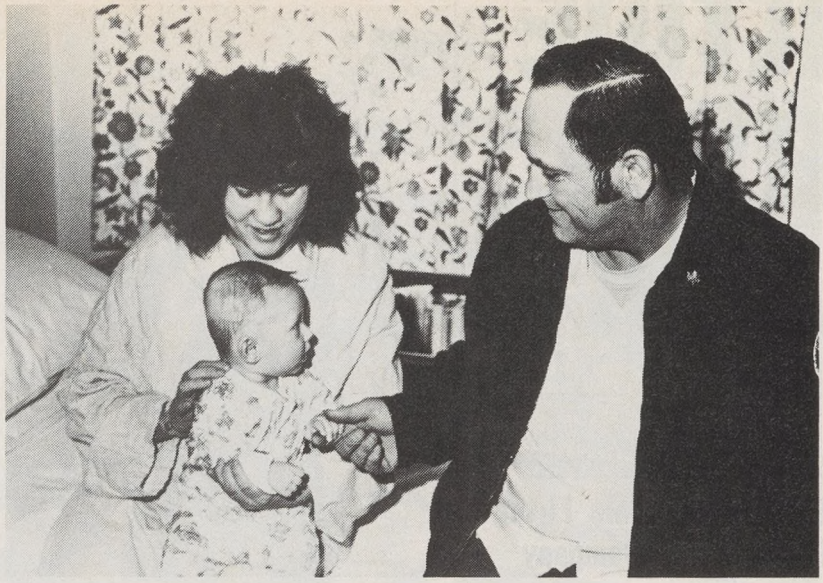
There he found Mrs. Peters, trying to free her baby and get out. She had, it seems, been awakened by the baby's crying and, discovering the fire, was attempting to leave the mobile home when the child's head somehow became entangled in a railing near the steps. The frantic mother was unable to get him loose.

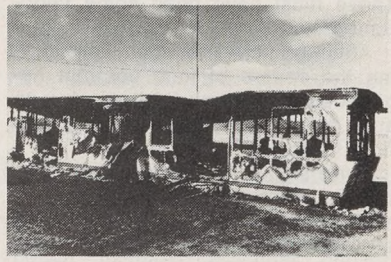
"I broke the railing," Faulkner said, "and got them out into the backyard."

Meanwhile, Officer Linder had alerted the Boscobel, Wisc., fire department and drove to the scene. With Faulkner holding Adam, Linder drove to Memorial Hospital, where mother and child were admitted.

"The baby's face was black as soot," Faulkner said. "That place was ready filled with smoke. And it was so hot around the trailer you could feel the heat coming through the windows of your car."

Faulkner said he used a board to break the window before kicking open the back door, and it probably helped get some of the smoke out. He happily adds that both mother and son are just fine, now.





Here, Local 695 veteran Theron Faulkner, Jr., visits Vicky Peters and four-month-old Adam, during their hospitalization for smoke inhalation after rescuing them from a fire at their home.
A burned out skeleton is all that remains of the mobile home occupied by Mr. and Mrs. Clifford Peters, after a devastating late-night fire.

DETROIT, MICHIGAN

Teamster Lauded For His Quick Reaction

Police reports always contain the nuts-and-bolts reasons about why an accident occurred, often eliminating extenuating circumstances. Knowing this, State Trooper Alric N. Brown of the Indiana State Police recently took it on himself to explain to American Oil Company (AMOCO) why the actions of one of its drivers were commendable, even though they resulted in an accident to his vehicle. In doing so, he put a different light on the accident, revealing his own compassion and a Teamster's bravery.

Teamster Local 283 member Edward D. Snook was traveling on the Indiana Toll Road recently, when another vehicle, while passing his truck, blew its left rear tire and spun out into Snook's path, giving him little time to think or react.

He had three choices, according to the trooper. "If he had pulled into the passing lane to miss the vehicle with the blown tire, he would have pinned or forced another passing vehicle into a concrete divider wall. To stay in the driving lane meant a sure head-on with the vehicle which had blown its tire."

Instead, Snook, "after applying his brakes, and seeing that he would not be able to stop before striking the vehicle in his path, jackknifed his truck, causing it to hit the guardrailing and thereby stop just four feet from the vehicle with the blown tire," the trooper said.

"This sure and direct action of defensive driving saved the lives of the woman and two children in that vehicle and injury and possible death to others on the road with them," the officer noted.

"I wish to say to Mr. Snook's employer and fellow workers that you have a great man on your team who will place the lives of others before his very own when the chips are down," Officer Brown said. "Mr. Edward Donald Snook, I salute you."

And so, too, do brother and sister members of Snook's home local and others throught the union, all of whom are proud of our courageous brother.

ACTIVE IBT LOCALS

OTTAWA, ONTARIO, CANADA

Bargaining Table Firing Misfires for Company

Those must have been some negotiations!

Although tempers often flare during the course of long contract negotiations, seldom do they rise to such a fever pitch that anyone gets fired for them.

Surprisingly, however, that was the incident that precipitated an arbitration case recently on behalf of Canadian Teamster Local 91 shop steward Rick Kelly, who was fired as he sat negotiating at the bargaining table with M. Loeb, Ltd., trying to hammer out a new pact to cover Local 91 members employed by the firm.

Shortly after Kelly's sudden dismissal, negotiations with the company broke down. Workers, angered by his discharge, voted to go on strike. It took a number of weeks on the streets before workers agreed to a settlement and Local 91 could begin the task of arbitrating Brother Kelly's case, but eventually both were accomplished.

Two days of arbitration hearings ensued over Brother Kelly's grievance, after which lawyers agreed to table their written submissions to the Canadian Arbitration Board and allow the panel to decide Kelly's case.

Before attorneys could complete their written arguments, however, reports Local 91 Secretary-Treasurer W. E. Beattie, officials of M. Loeb, Ltd. asked to meet with him and they were able to negotiate a settlement. The result: Shop steward Rick Kelly reported back to work the following morning, receiving full seniority, backpay for hours of work lost and compensation for other contract benefits. His arbitration award should approach $11,990.84, according to union officials.



Here congratulating the Teamster on his arbitration win are, from left: W. E. Beattie, secretary-treasurer of the Canadian Teamster Local, W. Loeb, Ltd. chief steward Rick Kelly, who's also a trustee on Local 91's executive board, and Gar. Jackson, president of Local 91.

Instrumental in helping to achieve the arbitration win, according to Beattie, was I. J. "Duke" Thomson, a retired administrator with the Canadian Conference, who was appointed as the union representative on the Arbitration Board.

DON MILLS, ONTARIO, CANADA

Teamster Veteran's Years of Service Lauded

After 42 years with the Teamsters Union, Local 230 decided Brother Thomas Johnston deserved a party in honor of his recent retirement. Brother Johnston became a Teamster when he joined Local 352, Coal and Ice Drivers and Helpers. After military service from 1940 to 1945 with the Royal Canadian Navy, Brother Johnston returned to Local 352, later transferring to Local 938, out of whose jurisdiction he worked until 1956. Then came his transfer to Local 230. Brother Johnston was elected a trustee of the local, serving with dedication until his retirement.



Here, congratulating the Teamster veteran at his retirement party are from left: Max McDavid, Local 230 trustee; Claude Ricard, vice president; Bruno Teichmann, president; Brother Thomas Johnston, the retiree; Benn Loughlin, secretary-treasurer; Ronald Burns, trustee, and William Paquin, trustee.

MOBILE, ALABAMA

Three-Million Miler Honored in Alabama

James E. Smith, a member of Teamster Local 991 and tractor/trailer driver for the Lerio Corporation, a manufacturing concern with headquarters in Mobile, Ala., was recently honored with a safe driving award by his employer for driving more than three-million-miles in 38 years without a preventable accident.

Smith, 58, joined Lerio in January, 1942, and became an over-the-road driver the following year. He also was the first over-the-road truck driver at the Lerio Corporation to join Local 991, a membership he has maintained longer than any other member of the local presently employed by the company.

Brother Smith says he has no idea what he will do when it comes time to retire. However, he states, "One thing is for sure! I want the steering wheel off the last truck I drive, to remind me of all the stress, wear and tear driving a tractor/trailer involves, just in case I get an itchy foot.



Here, Teamster Local 991 Business Agent Gene Tucker (left) congratulates Brother James E. Smith on his enviable three-million-mile over-the-road safety record.

NEW ORLEANS, LOUISIANA

$161,282.53 Is Reward For Arbitration Award Wait

$161,000! The sum boggles the mind but that was the amount of an arbitration award the National Labor Relations Board recently ordered Bio-Medical Applications of New Orleans, Inc., the Greater New Orleans Artificial Kidney Center, to pay 10 workers affiliated with Teamster Local 270 of New Orleans.

The decision brings to an end a battle that has lasted more than five years, as the Louisiana local union sought to protect the rights of these workers, who first chose Teamsters' representation of their bargaining unit back on December 19, 1975.

Long after others would have given up in frustration, Local 270 persisted in defending the employees' rights, even in the face of continuing and steadfast opposition from the company.

The latest event, the NLRB panel's affirmation of the administrative law judge's earlier decision and its order that resulted in compensation for the workers, came after the employer ignored the decision handed down by the administrative law judge, on September 29, 1979.

The case arose after Local 270 was certified as the bargaining agent for 21 hemodialysis technicians at the New Orleans Artificial Kidney Center back in 1975.

When the local was unable to engage the company in fruitful contract negotiations, Local 270 established a picket line, with 10 workers joining the strike, according to Local 270 Secretary-Treasurer Mitchel Ledet. Thereafter, questions arose over the strike notice sent the company by the union and union officials told the workers to report back to work. Then the trouble began.

Returning to their jobs, the workers were told they'd been replaced; that their work was being performed by workers who had stayed on the job. At this point, Local 270 filed charges with the NLRB.

After an administrative law judge ruled on September 29, 1979 that the company had violated federal labor law by discharging the 10 employees for union activity and for not putting them back to work when they reported for their jobs, the Teamster local hoped the verdict would settle the matter.

But still the company procrastinated, refusing to make the employees whole for their loss of earnings or to offer them reinstatement, both remedies ordered by the administrative law judge. The company argued instead that the law judge had failed to consider that the firm had simply eliminated the striking workers' jobs as unnecessary and maintained further that it had hired no replacement workers, although licensed practical nurses had been hired to do much of the work formerly done by the technicians and overtime costs had greatly increased.

Taking its case to the full NLRB panel in Washington, Local 270 and the workers finally achieved victory in their odyssey for justice, with the board's ruling upholding the administrative law judge's verdict, saying that the workers had, in fact, been illegally discharged and were due compensation for their losses as well as an offer of reinstatement.

For the 10 affected workers, victory was a long time in coming, so the vindication must seem especially sweet.

Each of the Local 270 members participating in the award and the amount of his or her backpay award, including interest for the time the company failed to pay the claim, is shown here. Participating in the award were: Theresa Buggage, $20.910.52 (in backpay and interest); Gussie Calhoun, $21,700.18; Corlis A. Dever, $17.875.77; Ali Gumuser, $5.540.28; Charles Henry, Jr., $2.423.80; Louis Huth, $16.803.45; Lois Dunston Route, $31.502.53; Carol Smith, $20.295.74; Ella Mae Veal, $15.833.99, and Linda Weppner, $8,396.27.

We can bet these workers are glad that they had the Teamsters behind them and that Local 270 had the courage and perseverance that made this victory possible.

CONSUMERS' CORNER

CAFFEINE, in the form of coffee, tea, cola and cocoa, has been imbibed since the days of primitive man. The latest word from Washington and the Food and Drug Administration, though, is that pregnant women should avoid ingesting the stimulant.

An FDA study has found that pregnant rats, when force-fed caffeine through their stomachs, gave birth to defective offspring. When administered the equivalent of a human drinking between 12 and 24 cups of coffee a day, the pregnant rats bore babies with missing toes. After birth, rats whose mothers were given the equivalent of two cups of coffee per day, did not grow as fast as normal.

While the study's implications for people are not known, on September 4, 1980, FDA Commissioner Jere E. Goyan advised pregnant women to "avoid caffeine-containing foods and drugs, or to use them sparingly."

Concern has arisen because caffeine can cross the placenta and reach the fetus. People may not metabolize caffeine the same way rats do, but it may be prudent for expectant mothers to add caffeine to the list of substances which should be avoided. Already, many obstetricians are urging this practice for their pregnant patients.

It should be pointed out that there are other sources of caffeine in addition to coffee. Colas, tea, pepper drinks, other soft drinks, chocolate and cocoa contain the substance responsible for "the pause that refreshes" and the "perk" which helps us get through the day. Caffeine is also prevalent in the drug field.

According to the FDA, over 1,000 prescription drugs and another 2,000 over-the-counter drugs, contain caffeine. Headache and pain relief pills, alertness tablets, weight control aids, cold compounds and diuretics often contain the substance.

So don't think that eliminating coffee from your daily regimen will banish caffeine from your life. Examine over-the-counter medications for their caffeine content. If a preparation does contain caffeine, it will be listed on the label.



Non-prescription cold medications containing caffeine include Coryban-D (30 mg.), Dristan Decongestant Tablets and Dristan A-F Decongestant Tablets (16.2 mg.), Super-Decon (32 mg.), Triaminicin (30 mg.).

Large concentrations of caffeine are found in weight control pills. Some are listed as follows: Bio Slim T Capsules (140 mg.), Dex-A-Diet II (200 mg.), Dexitrim and Dexatrim Extra Strength (200 mg.), Slim One Capsules (200 mg.).

Analgesic and pain relievers with caffeine include Anacin Analgesic Tablets, Anacin Maximum Strength, and Anacin-3 Tablets (32 mg.), Excedrin (64.8 mg.), Midol (32.4 mg.), Vanquish (33 mg.).

Examples of alertness tablets are No Doz (100 mg.) and Vivarin (200 mg.).

The method used to brew coffee can affect the caffeine concentration. A cup of coffee can contain from 75 milligrams to 155 milligrams. Percolated coffee is at the lower end of the scale, drip coffee at the higher end.

Instant and freeze-dried coffee have fewer amounts of caffeine than fresh brews, about 66 mg., according to the FDA report. Decaffeinated coffee contains a small amount of caffeine, too, from 2 to 5 mg.

Colas and pepper drinks contain from 32 to 65 mg. per 12-ounce can. Soft drinks using the words "cola" or "pepper" contain caffeine since it is naturally present in extracts used for cola and pepper drinks. The FDA will propose to change this rule so these drinks need not contain caffeine.

In other actions, the FDA will propose removing caffeine from its list of substances that are Generally Recognized as Safe (GRAS) for addition to foods. It will be proposed for placement on an interim list which would allow caffeine to be used until additional studies have been completed.

Facing the day without their fix of caffeine would probably cause millions of bleary-eyed Americans to shudder. Mothers-to-be, however, should think about making that sacrifice, according to the Food and Drug Administration. The stimulant does have a definite drug effect.

TEAMSTER SPORTS!



The West Side Pee Wee Hockey Team, sponsored by Green Bay, Wisc. Teamster Local 75, recently battled its way to State Championship honors with an exciting 4-to-3 overtime victory. The team, bearing the Teamster colors, ended its season with an impressive record of 30 wins, 4 losses and 4 ties. Here team members are seen with their trophies and officers of the Wisconson Teamsters' affiliate.

Teamster Local 107 veteran and John Tinney driver Charles D. Ulrich has a unique hobby. He enjoys taking old model vehicles and turning them into street rods (as opposed to antiques, he tells us). Here he's pictured with his latest acquisition, a 1929 Model A Ford, which is equipped with a late model V8 engine and automatic transmission. Brother Ulrich belongs to a car enthusiasts' club and throughout the summer travels to different runs where he exhibits this handsome beauty.





This Teamster's really riding high! San Francisco Local 85 member Michael A. Temby, who works for Bay Air Transportation, has been in love with unicycles since he was a youngster. Here, he's shown atop his cousin's shoulders, performing the act he does in local area shows. Noting that they "put Barnum & Bailey's to shame," Brother Temby says he's just waiting to be discovered!

Teamster Local 317 member William "Bill" Anderson, a driver for Motor Freight Express in Syracuse, N.Y., enjoys racing vehicles in the Modified Class on the New York DIRT circuit. Bill does all his own mechanical and chassis work on his mount, which is currently being revamped for the 1981 season. Anderson notes that he has a full pit crew at his disposal—his wife and youngsters.





Does work stress cause high blood pressure?

Stress on the job is a real problem for most of us. Many people think high-pressure jobs cause high blood pressure.

Scientists and doctors aren't sure if stress causes high blood pressure. But one thing is for sure: *anybody*, no matter how they react to stress, can have high blood pressure.

If you have high blood pressure you can control it—with medication, weight control, less salt, and whatever else your doctor tells you to do, every day.

No matter what you do for a living, keep on living.

High blood pressure.
Treat it and live.

National High Blood Pressure Education Program. National Heart, Lung, and Blood Institute. U.S. Department of Health and Human Services

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
June 1981



IN MEMORIAM

In Memoriam

We are deeply saddened by the recent passing of our General President, Frank E. Fitzsimmons, a great union leader and a man beloved by his brothers and sisters in the Teamsters. President Fitzsimmons did much for our Union and working men and women everywhere. He loved his country and his Union deeply and he will be sorely missed by all who knew and loved him. We join our more than two million members in expressing our condolences and deepest sympathy to Mrs. Fitzsimmons and his family.

The General Executive Board of the
International Brotherhood of Teamsters

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Editorial material should be addressed to:
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IBT GENERAL EXECUTIVE BOARD CONVENES IN FLA.

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting commencing April 21, 1981, in Hollywood, Florida, turning its attention to continued deteriorating economic conditions in the trucking industry and the effects of such upon the membership

In the absence of Teamster General President Frank E. Fitzsimmons, Teamster General Secretary-Treasurer Ray Schoessling served as chairman for the meeting.

Schoessling reported upon International Union efforts to stem the tide of negative effects upon the membership from deregulation of the trucking industry. The union was active at the Interstate Commerce Commission, requesting that actions on policy matters be delayed until a new ICC chairman is named. It was hoped that with the appointment of a new chairman, ICC actions would be more commensurate with the intent of the Motor Carrier Act of 1980.

Schoessling reported to board members that in June or July of this year, it is expected that the Congress will hold oversight hearings on trucking deregulation, and that the union is conducting a survey among freight local unions. The purpose of the survey is to give the International Union information to make a positive and forceful presentation before the oversight hearings.

Additionally, Schoessling reported that the joint negotiating committee for the National Master Freight Agreement had adopted as part of that agreement three provisions concerning equipment which had been recommended by a joint employer-union safety committee.

The three provisions are stipulations concerning the placement of fuel tanks on tractors, minimum interior cab and sleeper berth dimensions, and the requirement that shock absorbers be installed on front axles of tractors.

Board members spent considerable time discussing preparations for the 22nd International Union Convention scheduled to begin June 1, 1981, in Las Vegas. Purpose of that convention will be to elect International Union officers for five-year terms and to make such amendments to the International Union constitution as delegates determine necessary, and to conduct such other business as delegates determine should be conducted.

During the course of the quarterly board meeting, the International Union vice presidents and trustees heard reports from the legal and legislative departments, and a report on the financial status of the union from Schoessling.



'FITZ'

FRANK E. FITZSIMMONS, general president of the International Brotherhood of Teamsters and one of the greatest leaders in the union's 78-year history, died May 6, 1981, after a courageous battle against cancer resulted in his death at the Scripps Clinic in La Jolla, Calif.

Despite the serious ailment, which was thought to have been successfully overcome by a combination of surgery and chemotherapy a year before, the valiant Teamster leader continued to serve the union he loved, as well as its 2.3 million members, until just days before he succumbed to the disease.

In the months prior, all had been business as usual for the Teamster leader. Among the other items on his agenda, Fitz had attended a breakfast session with President Reagan where he discussed issues affecting labor with the President; had attended several Teamster meetings including the Southern Conference of Teamsters session in Florida and the last general executive board meeting in California in late January; had met with the March of Dimes poster child during her visit to Washington, and had juggled a full schedule of other affairs related to his post as chief executive officer of the largest independent trade union in the free world.

Fitz had headed the Teamsters Union for more than 14 years as its chief executive officer.

Appointed a vice president of the International Union in 1961 and elected to a full term by convention delegates later that year, Fitz in 1966, also was elected general vice president of the union.

Nine months later, in March, 1967, he was called on to take over the leadership reins of the union from General President James R. Hoffa, never again to lay them down until his death last month.

On June 21, 1971, delegates to the 20th convention of the International Union elected Fitz to his first full term as president of the union, and in 1976, unanimously reelected him to this post.

Perhaps one of the greatest achievements of Fitz's long career as a union leader came in the spring and summer of 1979. Then, as the head of the national negotiating committee in bargaining for the Teamsters' National Master Freight Agreement, and while guiding other ongoing negotiations for the Teamsters' National Automobile Haulers Agreement and the first-ever national Teamster agreement with United Parcel Service, Fitz and negotiating committee members were able to win, despite the most difficult of economic times and with the threat of wage/price "standards" hanging over their heads, across-the-board wage and benefit increases that marked them among the best in the union's long history.

Fitz had been chairman of the negotiating committee for the National Master Freight Agreement—the union's premier national agreement with the trucking industry, since March, 1971. Over the years, he led the bargaining covering nearly 400,000 Teamsters four times.

Born in 1908 in Jeannette, Pa., where his father was employed at a local brewery, Fitz and his family moved to Detroit when the boy was 15. Two years later his father died. Fitz's first job was as a time clerk. At 18 he found employment as a dock worker, and later, as an over-the-road truck driver, working in Detroit just at the time Teamsters began moving in to organize the industry.

Fitz first became a Teamster official back in 1937 as a business agent for Teamster Local 299 in Detroit. In 1940, Local 299 members elected him their vice president. He later became secretary-treasurer of the Michigan Conference of Teamsters.

Fitz developed and never lost his interest in and concern for workers. This concern over the years was reflected in his interest in programs affecting workers —in Congress, those dealing with Social Security and occupational safety and health, wage and hour standards and adequate unemployment compensation legislation. He personally supported many social programs as well, from Little City Foundation to benefit the mentally and physically handicapped, to the Muscular Dystrophy Assn. of which he was a vice president at his death, to the National High Blood Pressure Association and the Committee of 100 for National Health Insurance, to a growing commitment with the Easter Seal Society.

Over the years, the Teamster leader received many civic honors, two of them being the first "Spirit of Love Award" ever given by the Little City Foundation for his generous support of their cause, and in 1973, the State of Israel Silver Anniversary Medal by designation of Prime Minister Golda Meir.

At International headquarters in Washington, Fitz voiced interest in the new generation of workers coming up, many of whom knew little about the roots of the labor organization to which they belonged. To remedy this, the union established the Teamster workshop at headquarters, a program of steward seminars for the local unions and the policy of having the officers make periodic visits to as many joint councils and locals as possible to talk personally with members.

In his final years, Fitz may have achieved a position at the pinnacle of power where, as the president of the powerful Teamsters, he came to be relied on for advice by at least four presidents, Republican and Democrat alike, but the members always remained his first concern. After any meeting of the Teamsters, of which there were many, Fitz could always be found shaking hands with the members, conversing with them, sharing their concerns.

He had hoped and planned to run again for reelection at the upcoming convention of the International Union. That was not to be, but Fitz leaves all Teamsters a bright legacy to carry into those deliberations.

It's a heritage of love for his cherished labor movement nurtured over nearly 45 years as a union leader. Of faith that the local unions, given autonomy and independence to control their own affairs, would help to promote a better life for the members they represent. And of hope, in the belief that the members would themselves help to continue building the union toward even greater tomorrows.

Faith, love and hope: Frank Fitzsimmons gave these things and more to the Teamsters Union and its members over a career lasting many years.

When General President Fitzsimmons died, he left his wife, Mary Patricia, and four children, son Gary and daughter Carol, and two sons from a previous marriage, Donald and Richard.







FRANK E. FITZSIMMONS
1908-1981

"Frank Fitzsimmons was an important and powerful voice in the American labor movement. His death is a sad moment not only for the millions of Teamsters Union members he so diligently represented, but for our nation as well.

"Affable and humorous, Frank Fitzsimmons was also—from his earliest days as a labor organizer in the 1930s—a hard bargainer who won the respect of both business and political leaders throughout the nation.

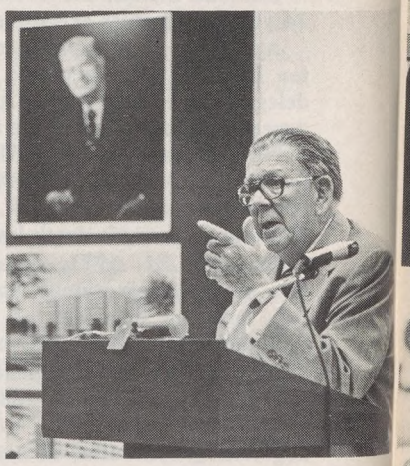
"Frank was here at the White House recently. I expressed gratitude then for his kind words of support. All of us were deeply impressed with the courage and dignity with which he bore his illness.

"I was personally very fond of Frank and will miss him. Nancy and I convey our deepest sympathy to his family and to the members of the Teamsters Union."

Ronald W. Reagan
President of the United States





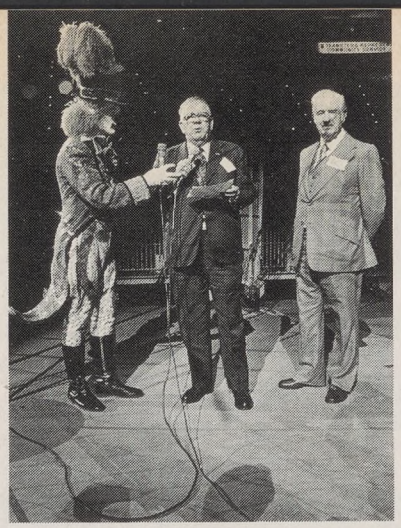
















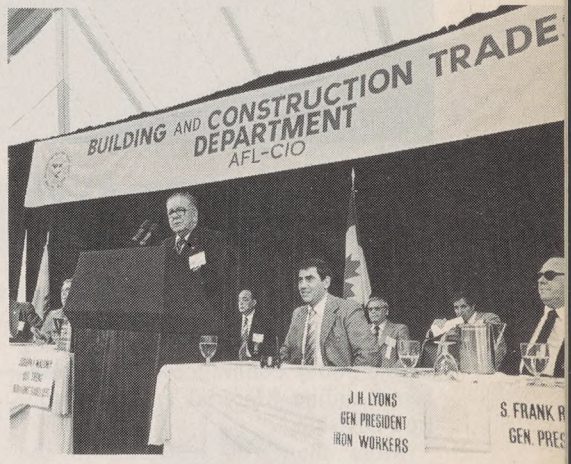
"We are saddened by the death of Frank Fitzsimmons. Under his leadership, the Teamsters built a strong organization that was respected for its ability to represent the best interests of its members.

"He cooperated with many of our affiliates on issues of mutual concern to America's working men and women.

"We extend our sincere condolences to his family and his fellow officers of the Teamsters."

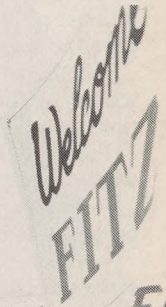
Lane Kirkland
President, AFL-CIO

Thomas Donahue
Secretary-Treasurer, AFL-CIO

















More than 100 delegates attended the Policy Committee Meeting of the Teamster Building Material and Construction Division. The four-day conference was held at Scottsdale, Ariz., during the first week of May.

CONSTRUCTION TEAMSTERS MEET

THE IMPORTANCE of legislation in connection with union construction work dominated the recent meeting of the policy committee of the Teamster Building Material and Construction Division.

More than 100 delegates to the four-day session at Scottsdale, Ariz., in early May passed a series of resolutions of which a half-dozen were keyed to legislative issues.

All the resolutions were to be presented to the IBT convention resolutions committee for study.

Included among the resolutions were:

—To intensify a DRIVE checkoff program for political funds.

—A proposal to protect and preserve the Davis-Bacon Act and similar state laws.

—Opposition to any attempt to extend the restrictive Hobbs Act to labor-management affairs.

—To urge a national policy for transportation of coal slurry.

—To support a synthetic fuels bill introduced in Congress.

—Seeking lengthening of the term of office for local union officers to five years from the present three-year limit.

Vice President Weldon Mathis, director of the division and assistant to the general president, chaired the meeting but had to depart early for an unexpected Board meeting in Washington, D.C. Dick Crowther, director of the construction division for the Central Conference of Teamsters, served as temporary chairman for the remainder of the session.

Two International Union vice presidents were on hand for the meeting and addressed the delegates: Harold Gibbons of St. Louis, Mo., and Edward Lawson of Vancouver, B.C., director of the Canadian Conference of Teamsters.

Gibbons said the Teamsters Union, as it approaches its 22nd convention, "is at the peak of its strength both financially and otherwise."

He briefly discussed the failures of the last three Administrations to solve the problems of the American economy, especially inflation, and laid much of the blame at the doorstep of Congress.

Gibbons emphasized his view that the Teamsters Union needs to devote more time and money to political action, adding that "the future of the union, and all other unions, depends upon doing this."

He repeated a warning that he has given often in recent months to the effect that Congress is continuing a sometimes not-so-subtle attack upon trade unionism.

Current targets, said Gibbons, are the Davis-Bacon Act; also an effort to put labor completely under the restrictive Hobbs Act, and once again a proposal for National Right-to-Work legislation has been placed in the congressional hopper.

Vice President Lawson said that while Canada shares some of the same problems as those of the United States, fortunately Canada has some good prospects because of its oil and natural gas development.

Some $400 billion in construction projects are on the long-range drawing boards in Canada, especially in pipeline construction.

However, said Lawson, there were some problems in Canada and the worst was the possibility of a split between two segments of the Labor Congress (AFL-CIO).

Lawson said the Canadian Conference of Teamsters has committed itself to trying to get the factions to avoid a split and cencentrate instead on expanding the organizing horizon in Canada.

Bartley O'Hara, IBT legislative counsel, gave a detailed report on the prospects for measures now pending in Congress. Unfortunately, he pointed out, most of the proposals would bust trade unions in one way or another.

Until now, O'Hara said, the most vigorous anti-congressmen—particularly those in the Senate—have soft-peddled their proposals while the new Reagan Administration struggled to win passage of its budget.

O'Hara said the prospects were that once the budget battle was over,

that the union-busters would go to work in earnest in the Senate. He expected the attack to be launched formally after the Labor Day recess.

O'Hara recapped the nature of the anti-union bills and then gave the construction meeting some good news: How New Hampshire unionists, including Teamsters, successfully fought a right-to-work proposal that was voted down in the assembly, 189–160.

Wallace Clements, a field representative for DRIVE (Democrat-Republican-Independent-Voter-Education)—the Teamster political fund-raising program—said he was pleased to report that Teamster members more and more were responding to appeals for donations.

He said the voluntary funds have succeeded in helping to elect some friends and defeat some enemies of labor—particularly at the state level.

"But," he added, "we need a lot of money to defeat the anti-union giants in the U.S. Senate."

Clements said in his opinion the threat of a national right-to-work law being enacted by Congress is stronger than at any time in history.

The only thing that might prevent enactment of such legislation, he said, would be if every Teamster donated a dollar ("two dollars would be better") to DRIVE for political action work.

An enlightening talk on the economics of energy and its relationship to employment was given by Floyd Culler, president of the prestigious Electric Power Research Institute.

The potential for construction work became obvious when Culler commented that the United States—no matter what energy is used to do the job—must double its electrical capacity by the year 2000.

It is also obvious, he said, that coal and nuclear costs of producing electrical power would be less than half that of using oil to accomplish the job by 2000.

Other sources of energy such as thermal power, solar, etc., are nowhere near ready to fill the gap expected to be caused by the high price and/or growing scarcity of oil.

Culler stressed the economic factor in energy production is causing the United States to make an industrial transition from primary energy to energy that is manufactured (electricity).

David Stickler of the AFL-CIO, director of the federation's boycott against Coors Beer, gave a progress report on the campaign's success. He also complimented the Teamsters for their successful boycott maintained by the Brewery and Soft Drink Conference.

Other speakers addressing the delegates included: Dave Uelmen and Gerry Miller, attorneys; and Ed Brown, president of Delaware Health Services.

A film on marine (underwater) construction was shown.

The delegates were treated to a tour of the Arizona Teamsters Apprenticeship and Training Program facilities in Phoenix with a barbecue lunch provided by host Teamster Local 83 which has construction jurisdiction in Arizona.

Begun 10 years ago under a contract negotiated with Associated General Contractors, the training program is funded by employer contributions of 10 cents an hour per employee and guided by eight trustees evenly divided between labor and management.

Joe Mish, president of Local 83, said the facility, besides training productive journeymen, has proven to be a major tool in organizing the sand and gravel industry.

SPEAKERS

Addressing delegates during the session were, in the top row: Vice President Weldon Mathis, director of the division; Vice President Harold Gibbons; Vice President Edward Lawson; and in the second row: Bartley O'Hara, IBT legislative counsel; Wallace Clements, DRIVE field representative, and Floyd Culler, president, Electric Power Research Institute.



A SMOOTH TRANSITION FOLLOWS FITZ'S DEATH



George Mock, First Vice President, presents to the General Executive Board newly elected President Roy Williams as General Secretary-Treasurer Ray Schoessling looks on.

George Mock, first vice president of the International Brotherhood of Teamsters, assumed the reins of the union May 6 after the death of its general president, Frank E. Fitzsimmons.

Vice President Mock did so in accordance with Article VI, Section 8, of the union's constitution which mandates that in the case of the "death, resignation or removal of the General President, the First Vice President shall, without additional compensation, assume the office, powers, function and duties of the General President."

It adds that he shall serve in this capacity for a period "of not longer than ten days during which time he shall convene the General Executive Board for the purpose of calling a special election . . . and for the purpose of designating a member of the General Executive Board to assume the office, powers and duties of the General President until such time as the Special Convention shall elect a General President. . . ."

The Teamsters' general executive board met on May 15, 1981, as mandated by the constitution, and named IBT Vice President Roy Williams to succeed Mock and fill the post of general president on an interim basis until delegates to the 22nd International convention elect a general president for a full five-year term when they convene the week of June 1, 1981 in Las Vegas.

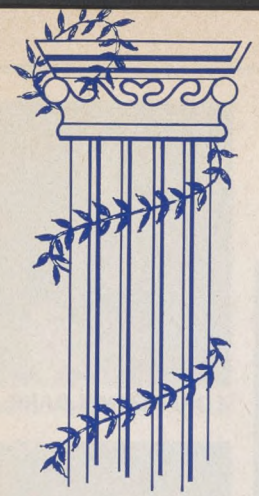
COLLEGE STUDENTS VISIT IBT

Students from La Salle College in Philadelphia, Pa., visited Teamster headquarters in Washington, D.C. recently as guests of the International Union and IBT Vice President Maurice R. Schurr.

The group, accompanied by Philadelphia Local 929 Trustee "Babe" Venditti, whose son attends the college and was a member of the visiting delegation, not only attended classroom sessions at the International Union where they learned about the Teamsters Union and its operations, but also was able to visit Capitol Hill, accompanied by representatives of the Teamsters' Legislative Department.

Students in the group were members of La Salle's Personnel Administration Society and much enjoyed their Washington visit. It was "a rare opportunity for us to speak with such high-ranking officials of an organization as impressive and well-respected as the Teamsters," officers of the group wrote, after their return to Pennsylvania. "We found it enjoyable as well as informative to learn on a firsthand basis some of the behind-the-scenes operations of your organization." Here, Dave Sweeney (head of the table, left) explains the workings of Congress as IBT Vice President Maurice R. Schurr (right) listens, prior to the group's visit to Capitol Hill.





1981 TEAMSTER SCHOLARSHIP WINNERS ARE ANNOUNCED

WITH college costs growing higher every year, one of the most anxiously awaited decisions of the International Union is the annual announcement of the 10 students tapped to receive scholarship aid through the IBT's scholarship fund program.

The 1981 winners, announced here, have just been selected after a months-long competition in which more than 4,000 sons and daughters of Teamsters competed for the 10 coveted scholarships.

Now the difficult selection process is over and 10 recipients, each of whom will receive a $6,000 scholarship from the union, have been chosen. Two hail from each of the five Teamster area conferences in the United States and Canada.

Final selections were made from among the semi-finalists by a respected panel of judges from Washington, D.C. area colleges, which assessed the individual merits of each semi-finalist individually before making its final recommendations. Judges for the competition included: Charles A. Deacon, II, director of admissions for Georgetown University; Joseph Y. Ruth, director of admissions for George Washington University, and William H. Sherrill, dean of admissions for Howard University.

The annual competition is open to all sons, daughters, stepchildren and financially dependent wards of any active, retired or deceased Teamster. Dependents of International and subordinate organization officers and employees are ineligible.

This year's recipients include: Elizabeth R. Moore, Robert M. Menard, Janice L. Sharon, Lori M. Hemmelgarn, James H. Kelly, Manuel Villanueva, Reuben Martinez, Evangelina M. Almirantearena, Linda L. Dodsworth and Justine M. Murdy. A partial scholarship, resulting from forfeiture by a previous scholarship winner, was awarded to Richard S. Williams.

Representing the Eastern Conference of Teamsters are scholarship winners Elizabeth R. Moore and Robert M. Menard.

ELIZABETH R. MOORE will graduate in June from St. John the Baptist Diocesan High School in West Islip, N.Y., second in her class of 559. A faculty member of her high school describes Elizabeth as "an outstanding person, highly respected by the faculty and admired by her peers."

An excellent student, she holds a PSAT letter of commendation for national merit and is a member of the National Honor Society and vice-president of her school NHS chapter.

Elizabeth also is the editor of the school yearbook, editor of the school newspaper, a member of the student council, president of the Leaders Club and was a nominee for Homecoming Queen.

Her activities include candystriping and volunteer work for her congressman.

Elizabeth is the daughter of Robert T. Moore, an employee of ABC TNT in New York and a member of Teamster Local 807.

A student with very high aspirations, Elizabeth hopes to attend either Radcliffe or Dartmouth College and would like to pursue a career in either law or medicine.

ROBERT M. MENARD is another outstanding Eastern Conference scholarship winner. First in his class of 293 from Masuk High School in Monroe, Conn., Robert has displayed superior achievement throughout his high school years.

A member of the National Honor Society, Robert has won awards for Latin, foreign languages, mathematics, social studies and chemistry. He has participated in many national scholastic competitions including Chemathon '79, the National Latin Examinations and the Connecticut State Latin Examination, in which he ranked third in the state. Among his many other awards and commendations are the Harvard Book Award and the Society for Women Engineers' Award. Robert has also been selected to represent his high school at many conferences including the Western Connecticut Board of Achievers and the Student Exposition on Energy Resources in Washington, D.C.

His strong interest in science opened the way for his participation in a six-week study course in Immunology at the University of Iowa for college credit and led to his invitation to address the Connecticut Junior Science and Humanities Symposium as one of nine student speakers.

Robert's other interests include soccer, baseball, basketball and hockey. He was the sports editor for his yearbook and also a member of the student government.

Robert is the son of Robert L. Menard, an aircraft mechanic and installer for Sikorsky Aircraft and member of Teamster Local 1150.

Robert plans to attend Yale University this fall to pursue a career in medicine. He states that "helping others has always been a prime concern in my life. Through a career in medicine or medical research, I hope to help others and contribute to the medical profession."

Scholarship recipients from the Central Conference of Teamsters include Janice L. Sharon and Lori M. Hemmelgarn.

JANICE L. SHARON attends North High School in Omaha, Neb., where she will graduate first in her class of 314. A teacher in her high school asserts that she ranks "first in both achievement and promise."

An active student, Janice is editor-

(Continued on next page)

in-chief of her yearbook, secretary of the Student Government, treasurer of the Camera Club and a member of the Explorers Club. She also was selected Honor Girl for the Omaha Women's Chamber of Commerce.

Her other interests include reading, writing and photography, along with softball and tennis.

Janice is the daughter of Gerald R. Sharon, a warehouseman for United A-G Cooperative, Inc. and member of Teamster Local 554.

As an aspiring journalist, Janice will attend the University of Kansas in the fall. She hopes to establish herself one day as a foreign correspondent.

LORI M. HEMMELGARN is the other Central Conference scholarship winner. Second in her class of 273, Lori will graduate this spring from Carroll High School in Dayton, Ohio.

An honor student for four years and a member of the National Honor Society, Lori has displayed outstanding academic achievement. Her scholastic distinctions include the German Achievement Award and placement in the German National Honor Society. Her avid interest in science enabled her to attend the Dayton Metropolitan Honors Seminars in science and math.

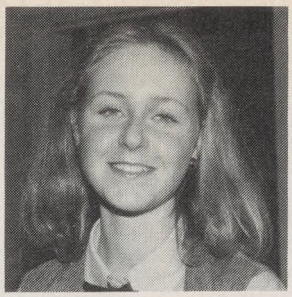
Her extracurricular activities are quite diverse. Lori is a member of the Girl Scouts, the president of her parish teen club and secretary-treasurer of the German Club.

Lori's other interests include sports, reading and camping. Travel, too, has played an important role in her life. In her junior year, she was given the rare opportunity to live in Germany as an exchange student. She also has traveled to many places in the United States with the Girl Scouts. Lori considers these experiences invaluable to her development. "The people I have met in several parts of the U.S. and Germany have broadened my view of the world. Through my travels, I have learned the meaning of the word responsibility," she says.

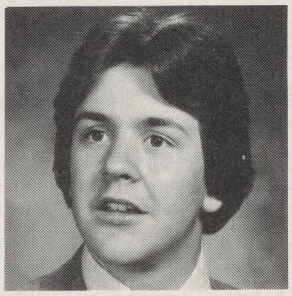
Lori is the daughter of Thomas L. Hemmelgarn, a driver/salesman for Mike-Sell's Potato Chip Company and a member of Teamster Local 957.

She plans to attend the University of St. Louis to pursue a chemistry major. Ultimately, she hopes to become a medical doctor.

Hailing from the Southern Conference of Teamsters are scholarship winners James H. Kelly and Manuel Villanueva.



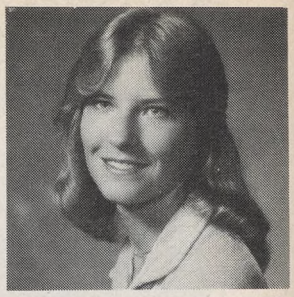
ELIZABETH MOORE, ECT



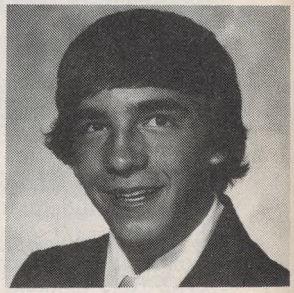
ROBERT MENARD, ECT



JANICE SHARON, CCT



LORI HEMMELGARN, CCT



JAMES KELLY, SCT

JAMES H. KELLY, an excellent student, will graduate this spring from J. L. McCullough High School in The Woodlands, Texas. A high school counselor states that James is "a very conscientious and serious student."

A member of the National Honor Society, James has displayed high scholastic achievement throughout his high school years.

His interests include football, baseball, weightlifting and swimming. Above and beyond his high school activities, James has been mostly involved in work experiences which, he says, have contributed a great deal to his personal development.

He is the son of James B. Kelly, Jr., a driver for Pacific Intermountain Express and a member of Teamster Local 988.

As a result of his strong interest in mathematics and science, James plans to attend Texas A & M University where he will pursue a major in either nuclear or electronic engineering.

MANUEL VILLANUEVA is another Southern Conference scholarship winner. Graduating thirteenth in a class of 500 from Burges High School in El Paso, Texas, he is, like the other recipients, an outstanding student.

A member of the National Honor Society. Manuel also is vice-president of the Student Council and a member of the El Paso Science Seminar. During his high school years, Manuel developed a strong interest in computer science; consequently he has been able to work at various data processing centers in his area, gaining experience as he learned.

Among his other interests are basketball, track and music.

Manuel is the son of Herlinda Villanueva, a billing clerk for Leeway Motor Freight and a member of Teamster Local 941.

He plans to attend North Texas State University where he will pursue a computer science major. Ultimately, he would like to become a systems analyst. Manuel states that his high school class at the Technical Center in El Paso was foremost in shaping his career goals.

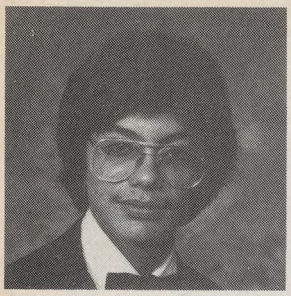
Scholarship recipients from the Western Conference include Reuben Martinez and Evangelina M. Almirantearena.

REUBEN MARTINEZ will graduate from Lynwood High School in Lynwood, California, first in his class of 507.

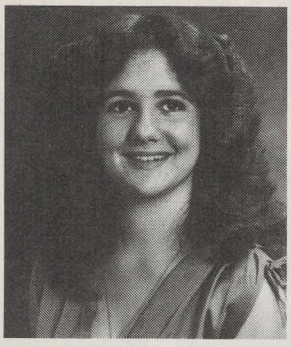
An excellent student, he has won the UCLA Alumni Scholarship; was a Bank of America certificate winner in mathematics and science; has earned placement in the Who's Who of American High School Students; is a member of the National Honor Society, and has been named valedictorian of his graduating class.

Reuben's other interests include leathercraft, jogging, weightlifting and a variety of other sports.

Reuben is the son of Berlina V. Martinez, a payroll clerk for Milton's Express and a member of Teamster Local 208.



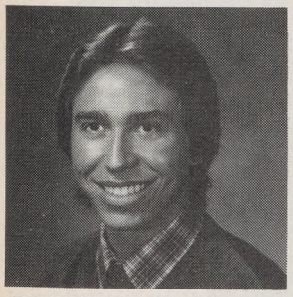
MANUEL VILLANUEVA, SCT



E. ALMIRANTEARENA, WCT



LINDA DODSWORTH, CAN.



REUBEN MARTINEZ, WCT



JUSTINE MURDY, CAN.

He would like to attend UCLA to pursue a major in engineering. He hopes one day to become involved in the management of an engineering firm. His high school teachers are certain of his future success, noting that Reuben is a "natural leader in mathematics and physics. He has shown tremendous ingenuity in calculus and his written examinations in mechanics, optics, electricity and magnetism, and nuclear theory show great insight and originality."

EVANGELINA M. ALMIRANTEARENA, another Western Conference scholarship winner, will graduate first in her class of 424 from Roosevelt High School in Fresno, California.

An outstanding student, Evangelina has maintained a place on the Dean's List for four consecutive years, has won an award for excellence in algebra and is a member of the California Scholastic Federation.

Highly active in other areas, Evangelina is the treasurer for the Junior Ladies Aid For Retarded Children, the treasurer for the German Club, and a member of the Fresno Basque Dancing Group. Her participation in this last group is of the utmost importance to Evangelina as she feels that "by learning about her heritage, she has been able to learn about herself."

She has found that working with people has been most significant in her life. She has volunteered as a candystriper and as a tutor. She also has numerous work experiences to her credit, including assisting in an office and working as a waitress.

Evangelina is the daughter of Jose Almirantearena, a truck driver for American Transfer Company and member of Teamster Local 431.

She hopes to attend Stanford University where she plans to major in biological science. In the future, she would like to pursue a career in medicine.

From the Canadian Conference of Teamsters come scholarship recipients Linda L. Dodsworth and Justine M. Murdy.

LINDA L. DODSWORTH, first in her class of 264, will graduate from Thom Collegiate Institute in Regina, Saskatchewan. Her teachers in high school are thrilled with her academic achievements and describe her as "intelligent, well-organized and a hard-working student. She is certain to succeed in whatever field of endeavour she chooses."

An honor student, Linda has received many awards for her academic excellence and high standing in all of her classes.

She has been involved in many activities including the KEY Club, cheerleading and a church youth group. She enjoys reading, drawing and is interested in a variety of sports.

Linda is the daughter of Richard H. Dodsworth, a driver/salesman for Dairy Producers Cooperative and member of Teamster Local 834.

She plans to attend the University of Regina where she hopes to pursue a career in journalism. An artist and a writer, Linda wishes to write and illustrate children's books in the future.

JUSTINE M. MURDY, another Canadian Conference scholarship winner, will graduate second in her class of 122.

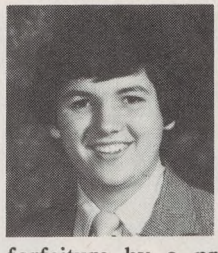
An excellent student, Justine has won a variety of awards including the Wentworth County Board of Education Award, the Winona High School Home Economics Award and the John Rennie High School Achievement Award.

Her other activities are numerous. She is the design editor for her high school yearbook, a representative of the student government, a student writer for the Glanbrook newspaper and a member of the gymnastics team.

Her other interests include architecture, art and astronomy.

Justine is the daughter of William R. J. Murdy, a driver for Direct Systems and member of Teamster Local 879.

She plans to attend the University of Waterloo where she will pursue a career in architecture. She has a combined interest in art and environmental studies and hopes to involve herself in energy-conscious architectural design.



RICHARD S. WILLIAMS, a runner-up in this year's Teamster scholarship program, has been awarded a partial scholarship, due to a forfeiture by a previous scholarship recipient from the Southern Conference.

Another outstanding student, Richard will graduate first in his class of 22 from McRae High School in Mount Holly, Arkansas.

An honor student, Richard has received awards for attaining the highest achievement in the history and science departments. Pursuing an avid interest in science, he is the president of the Chemistry Club.

Richard is the son of Harris E. Williams, a truck driver for Wheeling Pipeline and a member of Teamster Local 568.

He plans to attend Louisiana Tech University in the fall. Ultimately, he would like to pursue a career in medicine. This type of study, he states, would be the "fulfillment of my dream."






ONCE AGAIN, IT GIVES



TEAMSTERS ROLL IN WITH MORE THAN $200,000 FOR EASTER SEALS

WE DID IT AGAIN! The National Easter Seal Society, in conjunction with the International Brotherhood of Teamsters and dozens of other involved sponsors throughout the nation and millions of caring individual donors including our own Teamster brothers and sisters, succeeded once again this year in pushing the telethon's collection total to new heights. By the time the 1981 Easter Seal telethon went off the air on Sunday, March 29, more than $17,214,007 had been raised—a new high!

Teamster members, in this, our third year of efforts to assist Easter Seals, contributed more than $204,000 to the fund-raising effort, topping our own previous high total by thousands of dollars.

And *that* figure doesn't even include the hundreds of thousands of pledges and contributions phoned and sent in by Teamsters who didn't identify themselves in making their donations!

Teamsters really outdid themselves and everywhere were very much a part of telethon events throughout the telethon weekend of March 28 and 29.

In Los Angeles, California, Teamsters Vice President George Mock and Joint Council 42 President Michael Riley appeared on national segments of Telethon '81 to apprise Telethon Host Pat Boone about Teamster activities throughout the months preceding the weekend. As the telethon was winding down to a close, Mock reappeared to present Boone with the union's contribution in the form of a check shaped as a huge truck.

Elsewhere, sentiments ran high as Teamsters appeared on local telethon segments to present their members' contributions. In Washington, D.C., where IBT Vice President John Cleveland and fellow officers of the Washington joint council and affiliated local unions have become closely involved with Easter Seals and the Society's goals, they were a part of the cheers and tears that accompanied an ever-climbing toteboard total that enabled the nation's capital city to record its largest telethon receipts ever.

From New York City to New Orleans, from Los Angeles to Omaha, Nebraska, the story was the same, Teamsters working their hearts out to help a great charitable cause.

National poster child Colleen Finn, the daughter of Sikorsky Helicopter worker and Teamster Local 1150 member Jack Finn, and her friends from all the Easter Seal chapters throughout the nation are the big winners, because all those added dollars will help their Easter Seal chapters continue providing the service they need.

Now, Telethon '81 is over, and already, Easter Seal planners are looking forward to next year and planning bigger and better things to come. One thing's for sure. Teamsters have been on board to help the cause for the past three years. We sure plan to be there for them again next year and when the time comes to start, our members will be raring to go.

Teamster J.C. 42 President Michael Riley, shown on the facing page at top and right, appeared on the national portion of the 1981 Easter Seal Telethon, as well as on Los Angeles segments of the programming. On behalf of Teamsters everywhere, Riley at right 'initiates' Telethon Host Pat Boone as an honorary Teamster, presenting him with a Teamster jacket embossed with his name, and a certificate proclaiming him an honorary member of our union.
IBT First Vice President George Mock also appeared during the program to detail for viewers the Teamsters' participation in fund raising efforts. Vice President Mock is shown, in the bottom photo, presenting Teamster Telethon Host Pat Boone with a check in the form of a truck that rolled in with more than $200,000 to help the cause. As telethon '81 went off the air, the Teamster contributions tallied $207,000—and that figure included none of the contributions phoned in by hundreds of thousands of Teamster members individually during the day! Good going, brothers and sisters.

Easter Seals®

IBT CONVENTION BEGINS

DELEGATES from around the country journey to Las Vegas, Nevada, this month, where they will participate in the 22nd convention of the International Brotherhood of Teamsters.

There, they'll join brother and sister Teamsters and International Union personnel who for several weeks beforehand—as members of the countless organizing committees—had been on hand to start the complex convention machinery rolling. By the time delegates arrived, all was in readiness for them to open their sessions as ordained by the union's constitution and to proceed in an orderly fashion to accomplish the business for which delegates gathered.

Convention sessions will be held in the Las Vegas Convention Center in the heart of the city. There, in one of the largest convention centers in the United States, more than 2,200 Teamster delegates, joined by alternates and guests, will convene. Nearby, too, are the many hotels, restaurants and support facilities needed to accommodate so large a group of delegates and guests for the four-day period of convention deliberations.

But, before the delegates could be credentialed and take their seats on the convention floor, a lot of behind-the-scenes activity had to take place. No less than eight convention committees had been designated to perform these functions, again as mandated by the IBT constitution

The Constitution Committee, for example, was charged with studying the International Union's constitution, examining changes proposed by individual Teamster locals after a recent canvassing to assess their opinions, and formulating proposed new language and suggested changes to be presented to the delegates for action during the week-long session. Based on these deliberations, a draft constitution book, containing all the proposed changes, would have to be printed in time for the delegates to study it as they go over the proposed changes on the convention floor.

Meanwhile, the Credentials Committee was verifying that all delegates and alternates had provided the documents required by the constitution to be seated at the convention and was preparing for the convention a report on the number of delegates credentialed to be seated on the first day of the convention.

Other committees convening in Las Vegas preceding these deliberations included those on: Appeals and Grievances, Resolutions, Arrangements, Rules, the Officers' Report, and the Sergeants-at-Arms, along with the reading clerks' delegation.

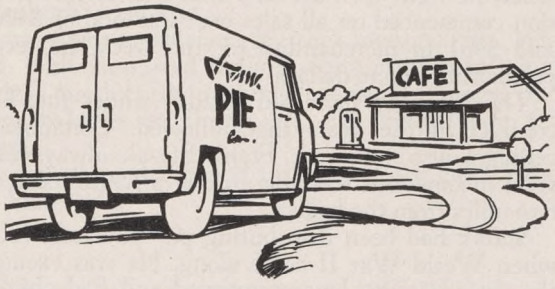
After descending on the convention city, it would be up to the delegates to decide who would represent them, out of the candidates available for the General Presidency, the post of General Secretary-Treasurer, 16 vice presidencies and three trustee posts up for election. Theirs, too, would be the burden of deciding how the constitution should be changed and making other policy decisions that will affect the union's course during the next five years.

Gaveling the gathering to order would be IBT Vice President M. E. "Andy" Anderson, head of the Western Conference of Teamsters and host to convention delegates visiting the Western Conference regional city. Anderson would serve as temporary convention chairman before turning the gavel over to the meeting's permanent chairman. (See related story, page 32 this issue.)





A Piece of Pie



ONE OF THE FIRST THINGS Frank Stajszczak did when he branched out on his own in 1937 was to change his name. He Americanized the Polish spelling to the more easily understood Stazak.

The name-change seemed necessary to Frank. It would help eliminate errors on the growing number of official lists upon which every citizen's name appeared. Even though he was born and raised in Chicago—a center for Polish immigrants—he thought too many oddly-placed z's encouraged inaccuracy.

Frank Stazak did not like to be a victim of error. His habit of trying carefully to be correct would make easy his life's work as a wholesale driver-salesman for a Chicago-based pie company.

The year 1937 was a bad period for a 21-year-old fellow to find a steady job. The effects of the Great Depression were still strong in the major cities. Chicago's heavy unemployment was typical.

Since dropping from high school at the end of his freshman year, Frank Stazak had been helping his father, a Teamster, deliver milk full-time. Even before then, Frank and his three brothers had been assisting the elder Stajszczak who, after his milk route, delivered coal by horse and wagon in the afternoon.

It would happen that Frank's father would deliver milk as a Teamsters Union member for 50 years. The boy's brothers also became Teamster milk drivers and put in careers of 30 to 40 years each. All worked in Chicago.

But not Frank. He itched for some other line of work. A friend told him about an opening as a driver-salesman at a firm called the Pellar Pie Company located near the 10-year-old Midway Airport.

Frank Stazak applied for the job. He was able to cite his milk driving experience. Pellar Pie hired him and gave him a suburban route. Stazak became one of 400 drivers employed by a dozen different pie companies that peddled their products to restaurants, hotels, and mom-and-pop stores throughout the Chicago metropolitan area.

Young Stazak considered it an ideal job. He was outdoors and got to know a lot of different people. Pellar Pie drivers were under contract as members of Teamster Local 734. Frank Stazak joined the union. He began

making a good living within a few weeks.

Things were going so nicely by Thanksgiving Day, 1937, that he married his sweetheart, Mae Wojcik, daughter of a foundry worker.

GETTING UP EARLY was easy for Frank. He had begun helping his father deliver milk at the age of 10. So arising in the night to start work at 4:30 a.m. was nothing unusual.

Stazak commenced his workday by loading his truck. Pellar Pie sold cakes as well as pies. All the baked goods were placed on pans and were loaded through the rear of the vehicle. When the pans were in place they resembled a system of shelves.

The shelving was aligned according to the needs of the route. One shelf might contain only small pies of different flavors, another larger pies or cakes. Fully half the load of 40 pans was pies of assorted shapes and tastes. The remainder was layer cake, whipped cream cake and coffee cake.

Most of Frank Stazak's customers were mom-and-pop stores in ethnic neighborhoods that long had given a patch quilt effect to Chicago's humanity. In the 1930's, there was a family-owned store on almost every block.

Frank enjoyed the customers. They liked him. He soon found that his work was much like owning your own business. He was his boss on the route and the customer was his sole responsibility.

He took the proper attitude in the beginning, never fibbing to a customer. Clients did not want tall tales—they wanted service. If the truck broke down or was trapped in traffic, Stazak did not formulate a fancy excuse. He explained his tardiness and apologized for it. The business owners appreciated his candor.

Stazak soon learned the perils of overloading a customer. It was to everyone's advantage for the pie man to deliver only what the store or restaurant could sell.

The outlets came to depend upon Stazak to drop exactly the goods they needed for the next day. So he kept good records on his route. To leave too much pie or cake, overloading the store, would result in stale baked goods on the counter; that meant the customer would not accept new delivery the next day unless the old product was exchanged.

The company, in turn, did not want stale pie and cake brought back to the baking plant. There was nothing that could be done with stales which then only represented lost production money. The stales were dumped into the garbage.

"You must be sleeping out there," the supervisor might say upon seeing a bakery truck return with leftover pies and cakes—or returns of the same. "Next week, you cut it down." As the years went on and the cost of sugar and flour increased, the matter of unsold products became even more crucial to bakeries.

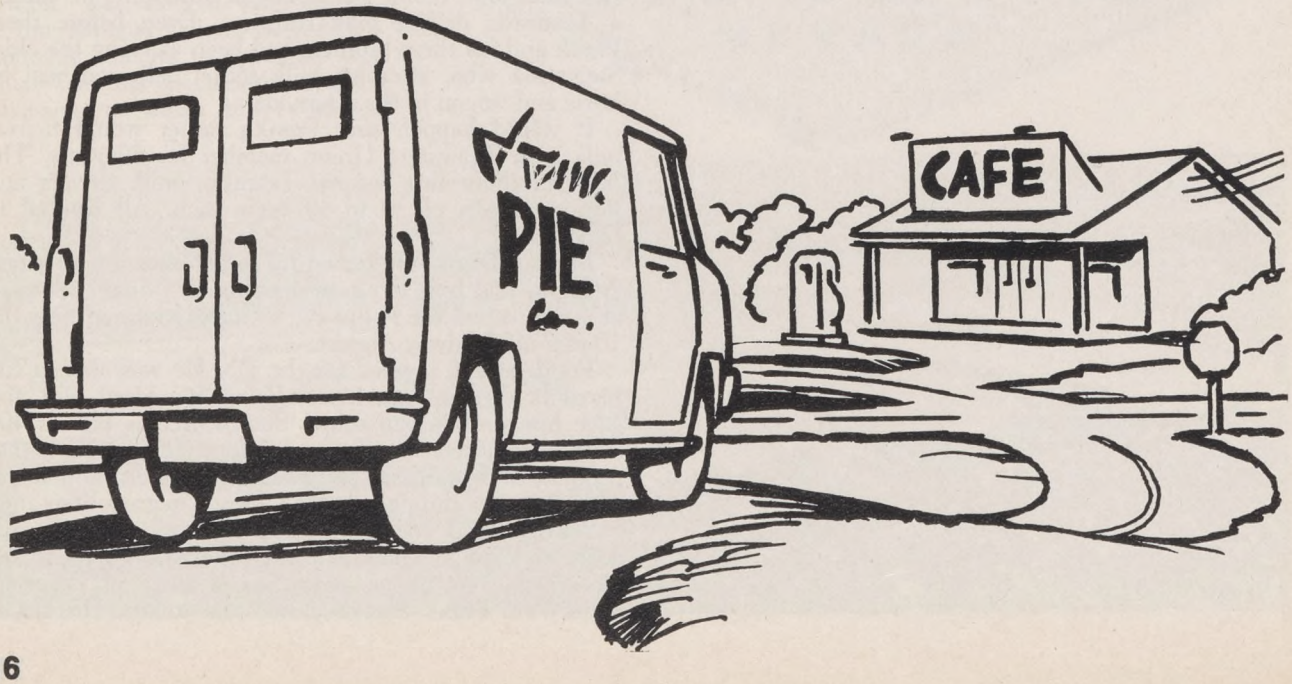
FRANK USUALLY WORKED a 12-hour day six days a week. Bakery driver-salesmen, like drivers in the dairy industry, were free to set their own hours. If they lollygagged or shortcutted their routes harmfully, however, they soon lost customers. The company, likewise, soon lost a lazy driver.

Stazak was assured of a base pay of $37.50 a week when he went to work for Pellar Pie. His sales commission commenced on all sales over the total of $400. If he sold $401 in merchandise for the week, he received 5 percent of the one dollar.

The base pay increased steadily under the Teamster contract in the years that followed. Commission percentages also went up. Frank Stazak always earned a good income and was able to buy a house located about two miles from the bakery.

Stazak had been distributing pie wholesale four years when World War II came along. He was exempt from the draft because he was married and had children.

But like other pie, milk and breadmen, he made a contribution to the war effort. Chicago was ringed with



military installations. Servicemen were constantly on the streets in the early morning hours as they sought rides back to their bases. Frank gave a lift to every military hitchhiker he saw.

The Pellar Pie Company sold out to an experienced pie company executive named Joe Fasano in 1942. Fasano, president of a competing pie firm, had wanted to get into the business as an owner for a long time.

Fasano brought skill and experience with him. He renamed the firm "Fasano Pie Company." He repainted the trucks and retained all the employees, both production and delivery. He began specializing in producing 9-inch restaurant pies.

Frank Stazak, as did most of the bakery drivers working in Chicago, had seen the changes coming at the same time Fasano had become aware of them. The war accelerated the closing of mom-and-pop stores as bigger markets moved onto the grocery scene.

Stazak was assigned to a route in downtown Chicago to deliver Fasano baked goods to hotels and restaurants, many of them situated in skyscrapers. Double-parking was a hazard; the police would tow trucks. The route was time-taking. Frank stayed with the job while hoping for a different route.

Following the war, the entire bakery business underwent great change in Chicago. Companies failed or merged as the industry tried to respond to the challenge of new suburban markets.

The massive expansion of the metropolitan area coupled with improved rolling equipment and more economical production methods eventually forced the surviving bakeries to thrust into the countryside for customers.

The same thing happened in every major city in the United States.

STAZAK GOT HIS OPPORTUNITY IN 1955. He was assigned an over-the-road route to deliver Fasano pies southward to Kankakee, Illinois. He drove a straight truck over the 100-mile round trip.

The new route meant that Frank had to depart about 3 o'clock in the morning. His stops included the towns of Monee, Peotone, Manteno, and then Kankakee. Next he would make a short loop northward to Momence on the return trip to the bakery. Each community yielded six to 10 customers.

Frank was fortunate to have state hospitals to serve in both Kankakee and Manteno. He would sell them 300 to 400 tart pies each three days a week. His other customers included schools, factories, hotels, restaurants, cafes and small grocery stores.

Monday, Wednesday and Friday were heavy delivery days. Saturdays—stockup time for the weekend—were the heaviest. Tuesdays and Thursdays, the lighter days, permitted Stazak to search for new business.

Sometimes the new business found him. More than once the owner of a new cafe on a side street—having noticed the Fasano truck going by—would wait at the appropriate time and rush into the street to flag Stazak. Frank also kept his eyes open for new construction that might be a food outlet. Pie drivers and breadmen would alert one another to new business prospects also.

Breadmen whose routes took them off the main highways often were Stazak's customers. They would buy pies from Frank and sell them at cost to their bread customers simply to provide a service that a competing breadman could not offer.

Frank's schedule of work hours was unchanged when he drove over-the-road. He still put in a 12-hour day, returning to the Fasano bakery around 3 o'clock in the afternoon.

Transportation was made more effective with the introduction of refrigerated trucks. The load was divided into fresh pies and frozen pies. The fresh products were stored adjacent to a huge freezer which contained the frozen goods. Upon returning to the plant each day, Stazak and the other drivers would have to plug their freezers to an electrical outlet so as to charge the unit and create ice.

The method of storage changed through the years, too. Instead of utilizing bake pans, pies were packed into cells—stainless steel lockers—each of which could hold 40 pies. The cells had interior cleats so the metal pie plate could serve as its own shelf. The pies were transferred to a small hand box to carry through the customer's door.

With all the innovations in the industry, the number of pie companies in Chicago continued shrinking. Competition became increasingly fierce. All it took for a company to go under was either bad management or too much money out on credit—or a combination of the two.

Warehousing, with the advent of frozen pies and cakes, also forced great changes in the business. Supermarket chains, as did the largest bakeries, maintained their separate cold box buildings. Transportation of pie gradually moved into an age of trailer loads of boxed frozen desserts constantly being shuffled across town.

Peddling pie for vigorous appetites was no fun anymore. It had become impersonalized work.

* * *

AFTER 43 YEARS OF *moving pie from the same plant, Frank Stazak decided to retire effective last January 1st. He seldom had been ill during his career of delivering at least five million pies—perhaps more. But enough was enough.*

Where once there were hundreds of drivers wholesaling fresh-baked pie in Chicago, today there are only about 30 remaining. Those drivers all are employed by Fasano Pie Company, the sole company still baking pie daily in Chicago.

Frank Stazak, in his view, was a good union member through the years. He went to Teamster Local 734's meetings whenever he could. However, he avoided becoming a steward "because I had my hands full without being a steward."

Frank has had a little problem early in his still very young retirement. He knows that he probably always will arise very early in the morning. But the pie business was his life and he enjoyed it; so far, he has found nothing to replace it.

For the moment, Mae Stazak has her husband busy redecorating the house. They see their three sons and four grandchildren frequently, Otherwise, Frank Stazak is in the market for a new hobby to occupy his time.

A bubbly man accustomed to seeing many different people every day, he misses the companionship and conversation of these people. He observes television a lot and was very excited about the touchdown of the space shuttle, Columbia, *last April.*

Frank Stazak was proud to work for Fasano Pie and had the same feeling toward the International Brotherhood of Teamsters. He said recently:

"I thought the Teamsters Union was really great. The union contracts helped me to buy a house and raise my sons. All the boys are doing real well."

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

TEAMSTERS STATE WORKERS' CASE IN OHIO

THE PROBLEM of hazardous materials in the workplace was the topic of a Ohio House Commerce and Labor Committee hearing early this month, and representatives of the Ohio Conference and the International made sure that Teamster concerns were fully explored.

Paul Locigno, research director for the Ohio Conference, and Steve McDougall, industrial hygienist for the International Safety and Health Department, testified before the House panel at the request of International Vice President Jackie Presser.

Locigno and McDougall explained to the committee how the Teamsters Union is in a unique position to testify on such matters because of the diverse nature of the membership. There are Teamster members involved in practically every phase of commerce in which exposure to hazardous substances may occur, from the mining or production of a substance, throughout its transportation, to its ultimate use and disposal.

The Teamster representatives then went on to give a number of examples of Teamster exposure, both within Ohio and nationally. These included Teamster oil refinery workers exposed to asbestos; Teamster railroad trackmen who discovered among themselves a high number of children born with birth defects, presumably due to a herbicide used on the tracks; Teamster smelter workers who were hospitalized due to lead poisoning, and numerous instances of Teamster warehousemen and drivers exposed to toxic or lethal substances while loading or unloading cargo.

With the wide scope of the problem laid out before the committee, the Teamsters in their testimony then set out to recommend some solutions. Two definite courses of action were proposed:

First, current regulations dealing with hazardous workplace substances should be actively and vigorously enforced. While existing state and federal exposure and control standards are inadequate to deal with the thousands of industrial chemicals now in use, they still provide a framework for worker protection. However, that framework can only be effective if the appropriate authorities consistently and diligently enforce those regulations.

Second, the committee was urged to consider the passage of a "right-to-know" law requiring the adequate labeling of hazardous workplace chemicals. The Teamster representatives explained that such a law would allow workers to take measures to protect themselves, based on the knowledge of the hazards presented by the substances with which they work. If a worker *does* become ill, at least such labeling gives health professionals and the worker's physician a starting point in their investigations. Several states have recently passed such laws, while federal action on the issue does not appear on the horizon.

The committee will now consider what measures will work best for Ohio. One thing is certain; the Teamster testimony, together with the strong Teamster organization in Ohio, will ensure that Teamsters' concerns will stay in the minds of the Ohio Legislature.

FAA PONDERS ON REVISIONS

THE Federal Aviation Administration is considering a revision in the method used to determine the number of flight attendants required on passenger aircraft. The IBT, in comments filed with the FAA, has gone on record opposing the proposal due to its safety effect on Teamster flight attendants and on air travellers as a whole.

Under current regulations, airlines must staff commercial passenger flights at a ratio of one flight attendant for every 50 *seats*. The FAA proposal would change that ratio to one flight attendant per 50 *passengers*. Airlines would then be free to block off entire sections of the aircraft cabin on flights not fully booked and thereby reduce the number of flight attendants required on a particular flight.

The International suggested that the number of flight attendants aboard an aircraft is a critical factor in emergency situations. This fact was vividly and repeatedly described in House subcommittee hearings chaired by Representative John Burton (D.-Calif.) in April. Several of those testifying pointed out the dramatic need for an adequate number of flight attendants based on aircraft type rather than on the number of passengers.

The Teamster comments pointed to the crucial role flight attendants play when an aircraft must be evacuated. *Each* exit needs to be adequately staffed in such situations when a few seconds may mean the difference between life and death. Therefore, a proposal to reduce staffing levels must be closely examined for safety.

The FAA is considering action on this proposal in the near future. Anyone wishing to comment should write to:

Federal Aviation Administration
Office of the Chief Counsel
800 Independence Avenue, S.W.
Washington, D.C. 20591

Rules Docket (AGC-204)
Docket No. 21269

NEW HEAD OF NHTSA NAMED

THE federal agency charged with creating and enforcing motor vehicle safety and fuel economy standards has a new hand at the helm, with the swearing in of Raymond A. Peck, Jr., as the head of the National Highway Traffic Safety Administration.

Secretary Lewis described Peck as "an innovative administrator with a strong background in the regulatory process who will provide outstanding leadership to the federal safety effort."

Peck said after the ceremony that during his administration at NHTSA, he would place great emphasis on "raising America's level of awareness about auto safety, and the steps motorists can take to protect themselves."

IBT Safety and Health Director R. V. Durham commented on Peck's appointment. "We have had the opportunity to meet with Mr. Peck and discuss our views and concerns on vehicle safety, especially with respect to heavy trucks," Durham said. "While we certainly don't agree on everything, Mr. Peck has shown a willingness and ability to work with all the different groups, including ours."

The agency Peck now heads has broad authority in the vehicle safety field. It sets car and truck safety standards for manufacturers and has the power to recall defective vehicles for repairs.

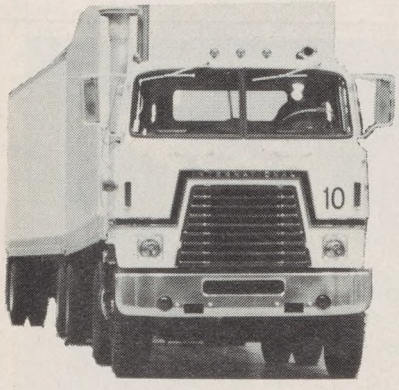
In recent years, NHTSA has directed more attention to the safety problems associated with heavy trucks. For example, in 1979 NHTSA conducted a public hearing on truck safety at which over one hundred drivers testified. Mr. Peck has stated that he intends to continue NHTSA's efforts to make heavy trucks safer.

Prior to assuming the position as Administrator, Peck since 1978 was vice president and director of regulatory affairs of the National Coal Association in Washington.



Raymond A. Peck, Jr.

DOUBLES BAN OUTLAWED IN IOWA



THE UNITED STATES Supreme Court has cleared the way for the use of 65-foot double trailer trucks in the state of Iowa by declaring unconstitutional an Iowa law prohibiting the use of trucks of that length.

Four justices concluded that the Iowa doubles law was an unconstitutional burden on interstate commerce, while two other justices felt the law was unconstitutional because it was enacted solely to discourage interstate truck traffic. Three justices, including Chief Justice Burger, dissented in the opinion. The case arose when Consolidated Freightways challenged the Iowa law, alleging that it unconstitutionally burdened interstate commerce. Since Consolidated could not use its 65-foot double trucks to run through Iowa, it was forced to either use shorter units or to break the truck at the Iowa border and shuttle each trailer through Iowa individually.

The decision does not mean that all state laws banning the use of doubles are unconstitutional. Rather, the Court found that Iowa's law had no rational basis in safety. Other states, with different traffic, weather and terrain, may have better reasons for their laws.

The decision does point out the need for *federal* action in the truck length field. Presently, each state sets its own length limit for heavy trucks. Many states have established overall length maximums, with the net effect being a shrinking tractor to accommodate a growing trailer. This small cab causes numerous problems for the driver, among them inadequate cab space, excessive noise, heat and vibration, and decreased crash survivability.

Federal truck length legislation is a real possibility later this Congress. Armed with this Supreme Court decision and a common-sense approach to the issue, supporters of uniform truck lengths, including the Teamsters Union, believe that relief for the driver trapped in the tiny cab may be on the horizon.

ACTIVE IBT LOCALS

WASHINGTON, D.C.

Teamster's Involved With Spanish Members

Eugene Escobar, an assistant shop steward at the Holladay-Tyler Printing Company in Rockville, Md. and member of Teamster Local 730, recently furthered his knowledge of the American labor movement by successfully completing an advanced steward's training course at the University of the District of Columbia.

Escobar, a native of Chile, has been a Teamster forklift operator with the Maryland company for more than 10 years and is currently in the process of becoming a naturalized American citizen.

Speaking of the differences between the labor movement in his native country and the United States, Escobar says that there, unions are controlled—directly or indirectly—by the government. Here, unions speak as the voice of workers on the job, in the community and before the government, without fear of repression or reprisals.



He notes that at Holladay-Tyler 35 to 40 percent of the Teamsters employed, the workers he represents, are primarily Spanish speaking. By taking courses such as the one he recently completed, Escobar says he hopes to be able to better represent them and convey their needs and desires effectively. Escobar, once a union organizer in his own country, also is active in area activities relating to the Spanish speaking community here.



HILLSIDE, NEW JERSEY

46-Year Veteran Retires in N.J.

United Parcel Service driver Joseph Jascott, a 46-year member of New Jersey Teamster Local 177, retired recently. To mark the occasion, more than 100 guests gathered to wish Brother Jascott well on his retirement. During the festivities, the Teamster veteran also was presented with a plaque commending his years of service, a Teamster watch and a special gold withdrawal card. Shown here making the presentations to Brother Jascott (left) are Tom Sileo, a business representative of the local union, and Joe Purcell, vice president of Local 177.

FORD CITY, PENNSYLVANIA

Teamster's Son Helps Easter Seal Cause

Teamster Local 538 member John Crawford, a driver for the O.K. Trucking Co. in Pittsburgh, Pa., was involved in this year's Easter Seal fund-raising campaign along with brother and sister Teamsters. In fact, he so excited his son, Gary Crawford, about the cause that Gary, shown here with the area Easter Seal poster child, recently ran a marathon to raise funds for the 1981 campaign. Gary ran on foot from Darlington, Pa., to the state capitol in Harrisburg, Pa., leaving Darlington on March 1 and arriving in Harrisburg on March 7, in all running 294 miles for Easter Seal pledges and raising a lot of money to aid the Society in its work. We bet his dad's as proud as a Teamster can be about this fine charitable effort.

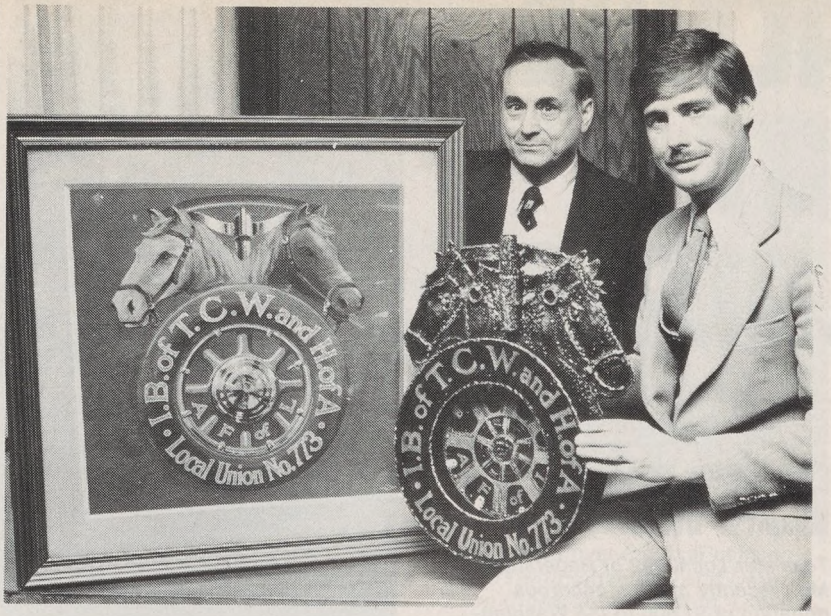


ALLENTOWN, PENNSYLVANIA

Local 773 Gains Artistic Rendition of IBT Logo

Teamster Local 773 of Allentown, Pa., is so proud of the Teamster logo that it displays in its offices a copy of the union's original logo in pictorial form. Recently, the local added another rendition of the famed horses heads and spoked wheel design to its collection, one conceived and implemented by Lehigh County Vocational-Technical School Instructor/Artist Bruce Silvernell.

Silvernell, who has an interest in logos and trademarks used in industry, was shown the Teamsters' logo by Local 773 President Al Abruzzi, after which Silvernell conceived the idea of doing a new interpretation of the emblem—a three-dimensional, forged steel sculpture.



Here, Silvernell, a graduate of Temple University's Tyler School of Fine Arts, presents the finished art sculpture to Abruzzi, who noted for all the members of the local—including workers at the college covered by a Teamster contract—the pleasure and pride they will take in having the piece hang in Local 773's offices.



LANCASTER, PENNSYLVANIA

Veteran Driver Steps Down in Pa.

Harry H. Keller, a 44-year Teamster veteran employed by Mushroom Transportation Company, Inc., took his last ride in his truck cab and stepped down into retirement June 1 after a long career as a Teamster.

Keller was only the 75th member to join then-fledgling Teamster Local 771 after it was formed back in 1937; he's been with it ever since. From 1938 until the company was purchased by Mushroom in 1966, Keller drove for Keystone Express of Lancaster. In the changeover, as the merging companies dovetailed their seniority lists, Keller earned the nickname he carries today, "Top Dog," and it's a sure bet this is one veteran who'll really be missed by coworkers.

BOSTON, MASSACHUSETTS

Teamster B.A. Named A College Trustee

Robert L. Gallagher, business agent with Teamster Local 379 of Boston, Mass., recently was honored by Mass. Governor Edward J. King with an appointment to serve as a trustee of Bunker Hill Community College in Charlestown, Mass.

The appointment came, Gallagher said, because the governor "wanted to appoint people in industry and labor so all segments of society would be represented among the trustees."

As one of eight trustees on the college board, Gallagher will have a hand in setting policy for the school and determining such important questions as whether the accredited school should proceed with a proposed merger with another area non-accredited college.



Here, Brother Gallagher is shown being sworn in as a trustee at a special State House ceremony by Mass. Governor Edward J. King (left).

ACTIVE IBT LOCALS

HAGERSTOWN, MARYLAND

Local 992 Aids Hospital Drive

Teamster Local 992 of Hagerstown, Md., recently made a generous donation of $1,500 to the Washington County Hospital's Three Quarter Century Fund to build a treatment observation bay in the hospital's new emergency department. Here, William C. Wachter, (left), chairman of the Industrial Division of the fund, receives the check from Local 992 Secretary-Treasurer Ray Trumpower while the hospital's education director, Joseph Marschner, looks on.



ELMSFORD, NEW YORK

Yonkers Retirees Receive Severance

Local 456 members shown here are receiving severance benefit checks of $2,500 each, representing the first payments from the City of Yonkers Severance Benefit approved by the Local 456 Municipal Employees Welfare Fund Trustees. The severance benefit negotiated by the local provides upon retirement $100 for each year of credited service, to a maximum of 25 years of service, and is in addition to the members' retirement program. Pat Prota (seated at left) is receiving his check from Local 456 Secretary-Treasurer and Business Manager Otto Revellese, while Bill Torpi (seated at right) receives his check from Local 456 Vice President and Business Agent Ed Doyle. Cheerful Mrs. Josephine Prota is seated in the center. Also present at the presentation ceremony were standing, left to right, next to Revellese: Local 456 Recording Secretary and Business Agent Bernard Doyle, City of Yonkers Trustee Gene Cirello, City of Yonkers Chief Steward and Trustee Thomas Manzo, City of Yonkers Trustee John Donardo, and Local 456 President and Business Agent Lou Sansone.



REMINDER ON YOUR WITHDRAWAL CARD

Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws

SAGINAW, MICHIGAN

The Couple That Works Together Stays Together

"Togetherness" takes on a whole new meaning applied to Michigan Local 486 Teamster members Ona and Ethel Allen. In fact, you could paraphrase the portion of the marriage vows that reads, "in sickness and in health" to "in working and in retirement," because, after 11 years of working together at Sugar Beet Products, the Allens took the unusual step of retiring together recently as well.

Ona and Ethel, who celebrate their 39th wedding anniversary this month, have worked at Sugar Beet since 1969, he as a pre-mix maker, she as a packer.

The couple visited Local 486's pension expediter, Bob Sharon, back in March to file for their pensions, both of which were approved. Brother Sharon is still reeling from the coincidence, and says he's never before seen a case where both husband and wife worked for the same company *and* were able to retire at the same time.

Now, with the paperwork behind them, the Allens look forward to lots of fishing, hunting and gardening, as well as attending a big family reunion planned by Ethel's family in Minnesota for August.



Here, going over the final pension papers with Ethel (left) and Ona Allen (right) is Bob Sharon, Local 486's pension expediter.

AKRON, OHIO

Teamster Veteran Remembers Early Days

When Teamster Local 24 member Otto Rado retired recently, leaving the docks at Roadway Express behind, along with the 63-year-old Teamster veteran went an era of trucking history.

Rado is one of a rare breed of employees of a U.S. truck line to complete a half century of active service. That's right—50 years of work and he's 63 years old!

Brother Rado started "hanging around" the Brook Street docks of a then-infant trucking company, Roadway Express (today one of the nation's largest trucking firms), just two months after the company opened its doors for business.

In those days Roadway owned no equipment; all trucks were operated by their owners. Otto would help them out, and for his efforts, once in a while a trucker would give him a nickel, dime or ice cream cone.

It wasn't long before the enterprising youngster became a volunteer helper on pickup and delivery trucks, all the time keeping his eye on the regular helper who, as he recalls, was paid $2.50 a week plus board at the owner's house. That job looked pretty good to young Rado.

Finally, Otto wangled a job when not in school, helping trucker Harry Riggenbach. He earned $2.50, but received no board. Fortunately he still lived with his mother, Mrs. Julia Rado. "Nobody knows the exact date when I was first paid," Otto admits, but Roadway finally fixed the time as January 31, 1931.

At 16, Otto proudly became a driver for Riggenbach and was entrusted with a brand new 1934 Model A Ford. During all the years he would spend behind a truck's wheel from that day on, Otto would continue to drive city and local cartage. This was due largely to a pretty young girl named Dorothy Svet, who caught Otto's fancy and married him in 1936, when both were in their teens and Otto was earning $6 a week. A sympathetic employer soon raised Otto's pay to $8.

The two would live together until 1978 when Dorothy died, leaving Otto the father of nine children and 28 grandchildren. At least one of them, son Roger Rado, has followed in his dad's footsteps and is a fellow member of Akron Local 24 and a driver for Duff Truck Lines at Richfield, Ohio.

The year he wed, Otto returned to the docks for a brief time, but in 1941 became a driver again, "because there was more money in it."

Before becoming a dock man once more, as he was at the company's terminal in Copley at the time of his retirement, Otto had put in some 89,000 hours in a truck cab. In all that time, he had only one chargeable accident involving less than $75 in damages and a couple of close calls.



Here, Local 24 veteran Roger Rado poses with a 1930 Ford truck, the kind he first drove for Roadway Express.

ACTIVE IBT LOCALS



Shown above, the award-winning color guard of Neer-Goudie Teamsters' Post No. 846 of The American Legion, Chicago, will participate in the opening ceremonies at the convention of the International Brotherhood of Teamsters this month. Members of the top-notch unit include: James Schoessling, Teamster Beverage Drivers Local 744; Henry Olecki, Laundry Drivers Local 712; Robert Meidel, Bakery Drivers Local 734; James Lisner, Scavengers and Excavating Drivers Local 731; John Halpin, State and Municipal Teamsters Local 726, and Robert Feehan, Machinists Auto Mechanics Local 701.

CHICAGO, ILLINOIS

40 Years Serving Labor and Veterans: Neer-Goudie Teamsters

"The Teamsters are coming."

That word circulating in any Chicago area Veterans Administration hospital draws record crowds to recreation areas.

The reason: Neer-Goudie Teamsters' Post No. 846 of The American Legion through its large, active and generous service program provides hospitalized veterans of the armed forces with the combination of caring that's characteristic of the Teamsters and the dedication of people who themselves have served their country in times of war and peace in various military units.

The Neer-Goudie Teamsters' Post was organized in May, 1941, by Teamsters who had served in World War I to provide a voice for labor in Legion affairs and to help other veterans.

The post was originally named for William A. Neer, secretary-treasurer of Milk Wagon Drivers Local 753 and president of Teamster Joint Council 25 from 1903 until his death in 1928. The name of his successor as president of Joint Council 25, Leslie Goudie, was linked with that of Neer after Goudie's death in 1944.

Post No. 846 was among The American Legion units active in developing the Legion's national policy of banning the wearing of Legion uniforms by persons used by employers in labor disputes.

Throughout its 40-year history, the award-winning color guard of the Neer-Goudie Post has provided patriotic openings to conventions of the International Brotherhood of Teamsters, the Central Conference of Teamsters and events sponsored by many other labor, civic and community organizations.

Major emphasis of the Neer-Goudie Teamster Post is service to veterans. Former members of the armed forces who served in Vietnam, Korea and in World War II were helped to secure jobs in companies under contract with the Teamsters.

Regular visits by the post's officers and service committee to the Chicago area's Veterans Administration hospitals provide satisfaction to the Post's members as well as the hospitalized veterans. Gifts include games and personal need supplies. Highlights are bingo games in which practically all the veterans win cash prizes with funds raised through contributions from all 29 local unions in Teamster Joint Council 25 and other unions.

J. C. 25 President Louis F. Peick says:

"We are glad to do whatever we can to help people who need a lift, especially those who have served our country in the armed forces. It is organized labor's responsibility to see that these men and women are not forgotten. We are grateful to Neer-Goudie Teamsters' Post No. 846 of The American Legion for helping us carry out this activity."

Peick's words were echoed in a letter from Walter Schaffer, chief of Rehabilitation Therapy at Edward Hines, Jr., Veterans Hospital, to Robert Meidel, secretary-treasurer of Bakery Drivers Local 734 and past commander of the Neer-Goudie Post:

"Once again the Teamsters did it—they put on another wonderful bingo social the patients are still talking about. We should have expected it, but we did not realize that so many patients would turn out for this affair.

"We cannot thank you enough for this dedication to the hospitalized veteran. The prizes, the refreshments, and the wonderful socializing that goes on among the Teamsters and the patients all make for a most happy affair that is important to their mental and physical well being.

"You not only helped the patients with the bingo game but, in addition, you visited patients on the stroke, blind and paraplegic wards and gave them gifts as well. Indeed, the braille cards given to the blind are a luxury they will certainly appreciate."

He concluded: "There are many in this world who have forgotten the veteran but the veteran will never be forgotten as long as there are people in the world like the Teamster members of the Neer-Goudie American Legion Post."

Among those who make regular rounds of Veterans Administration's hospitals are Commander Lawrence Gleeson, president of Teamster Local 731; Russ Huizenga and James Lisner, also of Local 731; Martin Dewan of Teamster Local 710; Charles Gustafson of Beverage Drivers Local 744; Robert Meidel, Edward Fronczak, James Murphy, Pat Schiavone and Frank (Boots) Carriveau of Bakery Drivers Local 734; Robert Freehan of Machinists Local 701 and Fred Hines, retired.

CHICAGO, ILLINOIS

Aldens Employees Ratify New Pact

Members of Teamster Local 743 recently voted overwhelming approval of a new three-year contract negotiated with Aldens, a Chicago-based mail order firm.

Approval came following a recommendation from the bargaining committee elected by workers that workers accept the pact, a committee suggestion approved in the mail referendum by a 981 to 41 margin. Workers have called the agreement the best contract negotiated in the 38 years of the bargaining relationship between Local 743 and Aldens, providing for wage increases and improved pension and health benefits, among other items. There are more than 1,600 members in the bargaining unit.

Shown here are bargaining committee members, including, in the front row, from left: La Goldie Jacobs, Mildred Anderson, Cleola Hubbard, Hazel Jett, Paulette Wallace, Maggie McCray, Estella Stokes, Beatrice Brown, Ann Apicella and Catherine Patrick. Second row, from left: Chester Glanton, Local 743 business representative; Leohora Taylor, Gwendolyn Bell, Celestine Jeffries, Nettie Whitfield, Jacqueline Griffin and Shirley Wesley. Back row, from left: Walter Galvin, Benjamin Weaver, Eli Leyva, Earnest Washington, Bob Veley, James Bailey and Willie Newsome. Donald Peters, president of Local 743 and chairman of the negotiating committee, is not in the photo.



DETROIT, MICHIGAN

Teamster B.A. Earns Praise from Teacher

Ken Hollowell, a business agent with Local 247 in Detroit, Mich., is one of the bright, diligent young union leaders we hear little about these days. Not only does he work long hours, often seven days a week, to service his members, but he also finds time regularly to lend a helping hand to others.

Recently a teacher at Boys Republic, a home for delinquent youngsters, took the time to commend the Teamster for his assistance to the center, in a letter to officers of his Teamster local.

"I wanted you to know of the tremendous contribution of Mr. Hollowell," noted teacher Mrs. Amy W. Jackson, in a letter to Local 247 President Edward J. Kantzler.

"The young men live at Boys Republic and attend Shiawassee Center daily," she noted, "yet Mr. Hollowell gave them a vision of better tomorrows."

In a separate letter to Hollowell, a copy of which she attached, she noted that the Teamster's willingness to share his time, knowledge and expertise with the youngsters had meant a great deal to them, showing them that many adults do, indeed, care.

"They were especially impressed by your 'showing'—for they had predicted that you wouldn't," Jackson informed him, adding, "the information you gave them was about things they could understand and *use* immediately and in their goals in the future.

"I think you should know that your visit had a tremendous effect on them. For although only five boys are allowed in any room at one time—with two teachers—and, because of their usual acting-out behavior, no assemblies are planned for them," she noted in closing, "you and Mr. Parker were such positive role models, that you successfully kept the attention of 26 boys for one hour. Fantastic!!!"

The union is proud that it can call Brother Hollowell one of its own.


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LAS VEGAS, NEVADA

Teamsters Help Charities

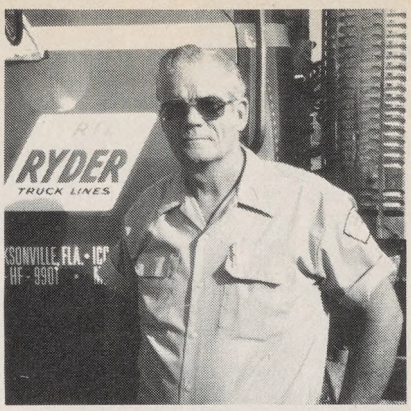
Teamster Local 995 of Las Vegas, Nev., takes an active interest in its community, regularly donating funds to area charities to help their causes. Here, the local union's Secretary-Treasurer Dick Thomas (left, all photos) and President Cliff Norton (right, all photos) present several charities with proceeds raised by the eighth annual Bernie Buckley Memorial Golf Tournament. Receiving the contributions are: Rita Baba and Logan Fields on behalf of Vegas House Adolescent Program (1); Helen Smith, on behalf of the Ruby Thomas School for the Aurally Handicapped (2); and Estelle Murphy, on behalf of the Women's Crisis Shelter (3).

ACTIVE IBT LOCALS

ORLANDO, FLORIDA

Sunshine State Veteran Takes Retirement

Teamster Local 385 member Dewey H. Hutto, a 39-year veteran of Ryder Truck Lines, Inc., recently opted for retirement after a long Teamster career. Here, the Orlando-based driver poses with his truck after taking one last trip along his route.



VALDOSTA, GEORGIA

Teamsters Win Clerical Unit at Levi-Strauss

Secretarial and clerical employees of the Levi-Strauss company in Valdosta, Ga., said "Yes" to the Teamsters recently, voting in an NLRB-conducted election for representation by Teamster Local 528 of Atlanta, which has an office in Macon.

About 15 employees of the firm participated in the balloting, 14 of them at the company's Hill Avenue location and one employee at the company's plant in a nearby industrial park.

Levi employs about 1,000 people, with all its production workers represented by a union or unions, according to a company spokesman.

The decision by the new Teamster unit in Georgia continues a trend by secretarial and clerical workers nationwide, many of whom are seeking union protection for the first time, to look to the Teamsters for sound, effective representation.

PHOENIX, ARIZONA

Teamsters Retire In Time for Summer Fun

Officers of Arizona Teamster Local 104 recently had the happy task of wishing five veteran union members well as each opted for retirement just in time to enjoy a summer full of sun and relaxation. Presenting each with his first pension check in the photos here is Local 104 Secreary-Treasurer Donald Phillips.

1. Pictured here at right is Ralph Merrill, a T.I.M.E.-D.C. driver since 1943 and a four-million-miler. Merrill plans to head for the cool country of Showlow to spend his first summer as a Teamster retiree.

2. Charles O'Neal (right), a veteran Teamster and driver for Leeway for the last 23 years, began his career as a milk and bus driver in Washington State. Brother O'Neal plans to make tracks for his home in Camp Verde and spend as much time fishing as he can.

3. Teamster Brother Wm. Harry Ragains (right) plans to use his first few retirement checks to take a long vacation to England this summer. Ragains, now enjoying his well-earned retirement, was a driver and dock worker for E.T.M. for 41 years.

4. Ford O. Bass (left), shown receiving his first check from Phillips, spent more than 30 years as a Teamster with Safeway, Inc.









5. James Kirkman (right) is retiring from Thunderbird-CME after a long and varied career. When Kirkman first came to Local 107 in 1947, he drove for Wells Truckway, then moved to Hopper-ONC, then to Watson Brothers, then to Allison Steel. He's been with Thunderbird since 1963 and is another Local 104 four-million-miler.



LOS ANGELES, CALIFORNIA

Teamsters Outdo Themselves For Easter Seals

Teamsters from Southern California and Southern Nevada locals affiliated with Teamster Joint Council 42 of Los Angeles can be darn proud of their efforts on behalf of the National Easter Seal Society this year, the results of which were proudly chronicled during L.A. local segments of this year's telethon and during an appearance by J.C. 42 President Mike Riley on the national telethon.

During his national appearance on behalf of the International Union, Riley got the chance to "initiate" Telethon host Pat Boone as an honorary Teamster on the air and present him with a Teamster jacket embroidered with his name, along with a scroll-certificate proclaiming his status as an honorary Teamster.

The California Teamster joint council raised more than $42,000 for Easter Seals this year, topping its own previous high of $25,000, raised during last year's campaign. And neither of those totals includes the pledges phoned in by Teamster members from the area!

Nearly 100 Teamster representatives were on hand during the two days of program broadcasts, taking part in presentations and interviews and manning phones at local stations in Los Angeles, San Diego and Las Vegas.

Riley was joined by J.C. 42 Secretary-Treasurer Karl Ullman near the close of the telethon at the Los Angeles station, at which time the two presented Easter Seal representatives with the Teamsters' staggering local contribution.

Riley and Ullman noted that the first ever Teamster Day at Hollywood Park racetrack, which attracted more than 5,000 members and their families, was responsible for raising a large portion of the contribution. Needless to say, Easter Seals people were delighted.

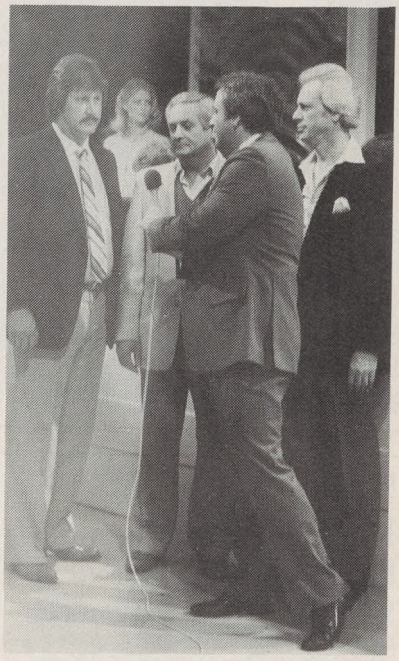
And the telethon was barely off the air before the Teamsters were back at it again, planning a second Teamster Day at Hollywood Park, again to help this wonderful charitable cause.

Teamster Day II took place May 16 and again received wonderful support from all area members, eager to help a good cause any way they could.



Above,
High point of the day came when Joint Council 42 President Mike Riley (third from left) and Secretary-Treasurer Karl Ullman (fourth from left) present Los Angeles telethon co-host Johnny Mountain with the good news that the members in the area had raised $42,000 for the cause. Stacy and John Riley were on hand for the presentations.

At right,
Teamster local union officers including Bob Marciel of Local 63, Marv Griswold of Local 2707 and Jim Santangelo of Local 848 respond to telethon co-host Johnny Mountain's pointed questions about Teamster-Easter Seals involvement and pledges during the day.



Below, a J.C. 42 contingent eagerly awaits calls from brother and sister Teamsters during the 1981 telethon.



ACTIVE IBT LOCALS

PORTLAND, OREGON

Local 670 Veteran Takes Retirement

Thirty-five-year Teamster veteran Bob Najarian retired recently after a long Teamster career, the last 10 of them with Silverwheels Freightlines of Pendleton, Ore. Following several years as a brewery worker, Brother Bob was hired to drive for Consolidated Freightways in 1948, working there until the company closed its Pendleton operation in 1970. Always active in local union affairs, Najarian served on the executive board of Pendleton Local 900, as well as on the board of Local 883 in Hood River after the two local unions merged. Since becoming a member of Teamster Local 670 in 1973, the Teamster has continued to maintain an active interest in union affairs.





SAN FRANCISCO, CALIFORNIA

New J.C. 7 Officers Sworn In in California

New officers of Teamster Joint Council 7's executive board recently took their oath of office at a ceremony in San Francisco. Shown here swearing them into office is IBT Vice President George E. Mock (far right). Executive board members of the joint council include, from left: Trustee Michael G. (Jerry) Corniola, Trustee Al Costa, Trustee Robert Morales, Recording Secretary Ralph J. Torrisi, Secretary-Treasurer Chuck Mack, Vice President Vince Aloise and President Rudy Tham.

LOS ANGELES, CALIFORNIA

Teamsters Emerge Victorious on Case

Teamster Local 848 drivers from Dr. Pepper-Sylmar recently shared a backpay award totaling $5,000 in payment for overtime hours worked, after arbitration of their grievance by their Teamster local. Here the Teamsters involved receive their checks along with the congratulations of Teamster officers. From left to right are: Local 848 Secretary-Treasurer Jim Santangelo, Tyrone Cordova, Shop Steward Harry Hurst, Bill Griffin, Dwain Rogers and Business Agent Bill Radtke, who processed the grievance.

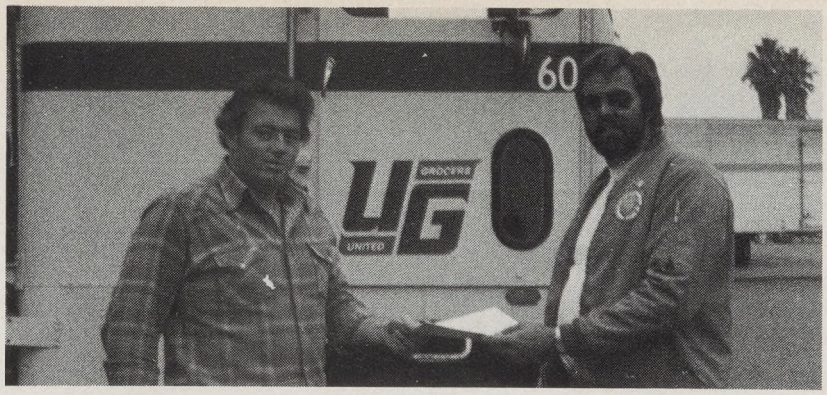


SACRAMENTO, CALIFORNIA

Teamster Driver's A Highway Hero

Teamster Local 150 member Jim Harmon, Jr., was driving his United Grocers, Ltd., rig toward Gardnerville, Nev., along Route 88, recently, when he suddenly happened onto an accident scene, just seconds after a vehicle carrying two passengers went out of control, hit a tree and burst into flames.

Without thinking, the Teamster jumped from his vehicle, tried unsuccessfully to extinguish the flames which were being fanned by strong winds that night, and then rushed to pull the unconscious driver out of the wreck. As the other passenger in the vehicle struggled to extricate himself, Jim pulled him, too, to safety. Then the heroic driver stayed on the scene until representatives of the Sheriff's Office arrived.



Here, Jim Harmon, Jr. (left) is shown receiving a letter of commendation from United Grocers from his shop steward, Terry Flanagin. "Your quick thinking and disregard for your own personal safety in this crisis situation shows the spirit we would all hope for in a similar circumstance," said Warren Cox, United Grocers assistant division manager, in lauding Harmon's heroic efforts. That's a sentiment the Teamsters Union can proudly second as it joins in lauding the Teamster's courageous actions.



SEATTLE, WASHINGTON

Another Successful Verdict for a Teamster

Mike Monroe, center, is back at work at West Coast Paper Company, following the successful arbitration of his job dispute by Teamster Local 117 of Seattle. Shown here presenting the Teamster with a check totaling $5,929.80 covering backpay and benefits are Local 117 Business Agent Larry Rosberg (left) and IBT Vice President Arnie Weinmeister, also secretary-treasurer of Local 117. Brother Monroe's case is proof that it often pays to have the union behind you.

OAKLAND, CALIFORNIA

Teamster Receives Quick Backpay Decision

Teamster Oakland Local 853 member Gary Crawford recently received more than $3,000 in backpay from Driesbach Enterprises, Inc. of Oakland, after the local helped him with his case. Winning the case at the first step, the Board of Adjustment, the local avoided the normal costly and prolonged arbitrator's award process. Here Crawford (second from left) receives his backpay award from Local 853 Vice President Ray Blasquez, Jr., as



Local 853 Shop Stewards Gary Moore (left) and Paul Garriott (right) watch. Blasquez praised business agents Dick Durossette and Steve Marinkovich for their quick handling of the case.

CONSUMERS' CORNER

YOU FIND your child lying ill on the floor with an open bottle of liquid furniture polish beside him. Obviously, he has drunk it. According to the American Association of Poison Control Centers (AAPCC) call a doctor, hospital or Poison Control Center immediately.

There are around 600 Centers in the nation. Inform them of the substance swallowed, and ask for instructions. These Centers function to provide information to both doctors and the public on the treatment of poisoning.

The Consumer Product Safety Commission warns that as many as 100,000 children may be accidentally poisoned this year. A great number of these tragedies may be avoided altogether if parents exercise good sense and caution when storing potentially hazardous substances in the home. Curious toddlers and older children as well who swallow any one of a number of common household products can become severely ill and even die.

. The list of hazardous items found in almost every home is extensive. It includes laundry bleach, insecticides, drain cleaners, detergents, mothballs, oil, turpentine, paint, solvents and medications, especially aspirin. Beware of aspirin because children are familiar with it and swallow a great many.

The best way to prevent accidental poisonings is to make sure you store hazardous products safely out of the reach of children. Poisons are most likely to be found under the sink, on kitchen shelves, on bedside or living room tables, in the bathroom, basement and garage. Most of these areas are normally accessible to children. Therefore, substances should either be moved to an inaccessible spot or put under lock.

All products should be kept in their original containers. Transferring paint thinners or kerosene and the like to empty soft drink bottles can be as dangerous as leaving a loaded gun around the house. When shopping, from now on look for products packaged in "childproof" containers.

If there's a toddler around the house, don't store dangerous materials on low shelves or on the floor. Extremely hazardous substances should be kept in a locked cabinet. Also, don't store household cleaning products on the same shelves as food.

One of the prime danger areas of any house is the bathroom. The medicine chest contains a veritable arsenal of pills, salves and other preparations which can kill a child. Even aspirin can be fatal if taken in large enough doses.

Take the following precautions:

- Never take medication in front of children;
- Rinse out and discard all outdated or unused medicine bottles;
- Keep pills in child-resistant containers;
- Never refer to medication as candy.

Internal and external medications should be placed on different shelves. The medicine chest area should be well lit. Get rid of medicines which have been kept past their expiration dates. If the label on a medication has become smudged and is illegible, throw it out.

Many prescription drugs are dangerous if used improperly. Always follow directions explicitly and never take medication prescribed for others. Keep medicine chests locked if children are about and make sure that childproof container lids have been closed properly. If they are left ajar, a child will be able to get into the bottle. Remember childproof caps can be opened by children.

Prepare for the possibility of accidental poisoning. Remember, time is of the essence. Keep your doctor's phone number handy, as well as the phone number of the nearest Poison Control Center. This usually can be found on the inside of the front cover of the phone book, under the emergency number listing.

Should your child exhibit symptoms of having swallowed a poisonous substance, act quickly. Reactions to different poisons vary. However, if your child is acting peculiarly, if he is drowsy or sluggish or vomiting, or if you notice an open container nearby, you can suspect poisoning. Other evidence may be some residue found on the mouth or teeth of the victim. The following are AAPCC recommendations:

- If the patient is conscious, call the doctor, hospital or poison center promptly.
- Dilute the poison by giving the patient at least one 8 oz. glass of water.
- Induce vomiting only on medical advice. Keep a bottle of Syrup of Ipecac (for patients one year or older) around for such an emergency.
- **DO NOT** induce vomiting if the patient is unconscious or having fits, or the swallowed poison is a strong corrosive such as a drain cleaner, lye or acid.
- **DO NOT** induce vomiting if the swallowed poison contains kerosene, gasoline or other petroleum distillates (unless it contains dangerous insecticides as well which must be removed).
- If the patient is unconscious, the AAPCC urges that he be brought to the nearest medical facility as fast as possible. The container of the substance swallowed should be brought, along with any vomitus, if vomiting has occurred.

According to the Poison Control Centers, more calls are received about children becoming ill after eating plants than anything else. Children should be instructed not to put any part of a plant in their mouths. This includes stems, leaves or berries. Among the common plant varieties to be wary of are hyacinths, philodendrons, yews, holly and irises.

Accidental child poisonings can be prevented. Set your house in good order. Teach safety precautions to all members of your family and use common sense when storing the many hazardous products and medications found in today's homes. A child's curiosity is matched only by his agility and resourcefulness. Don't invite tragedy by leaving poisons within his reach.

SPORTS ...AND MORE SPORTS



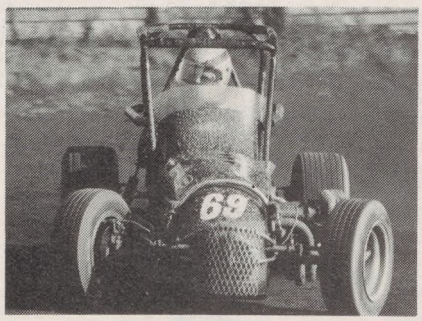
Indiana Teamster Local 364 member Kenneth Ray Kling isn't letting any grass grow under his feet, now that he's retired. Kling spends his spare time on the fairways and greens of area golf courses perfecting his putting and competing in amateur golf tournaments. The 72-year-old Teamster has been playing golf since he was 12 and, as demonstrated by the trophies behind him, continues to win his fair share of the tourneys he enters. Brother Kling is a former employee of Day's Transfer (now Smith Freight).



Teamster Local 401 member Robert Smith, a shop steward at Consolidated Cigar in McAdoo, Pa., has an unusual hobby. He is a serious dealer/collector of all types of war souvenirs especially unusual and unexpected memorabilia, such as the Darth Vader helmet used in the original "Star Wars" or the finest in World War I and II military collectibles. A special love is his extensive World War II German souvenir collection, he tells us. Bob has turned the basement of his home into souvenir repository and salesroom combined. Here, he's shown amid his wares, holding a Luger that today is worth more than $300 on the collectibles market. Brother Smith says his hobby is interesting, informative (since he researches items himself) and lucrative in these days when such historic pieces are so popular among collectors.

Teamster Brother David LeBato, a member of Teamster Local 969 in Lake Charles, Louisiana (left) enjoys geese and duck hunting in southwest Louisiana, and as evidenced by the game catch here, has a fair amount of luck. Brother LeBato, shown here with friend Tony Murphy, says the bass fishing is great down Louisiana way, too.





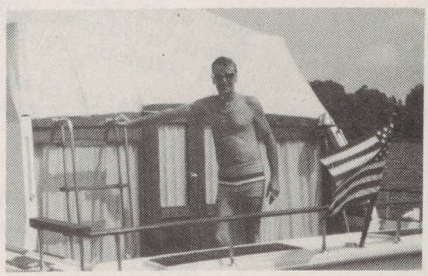
Two hobbies for the price of one come with this photo of Teamster Joliet, Ill., Local 179 member Tom Corcoran, shown driving his Chevy II powered midget race car at a nearby half mile dirt track while the Pearson Excavating driver was on his way to capturing the Joliet Memorial Stadium Championship recently. Recording the event photographically for posterity was brother Local 179 member Rich Newton, a driver for Blacktop Paving, who's also an avid part-time photographer.



Emile Becker, a member of Teamster Local 270 of New Orleans, La., puts a lot of power into his pastime, when he isn't working his shift for Red Ball Motor Freight. The Teamster veteran has been a power lifter for 10 years and currently holds two Louisiana weight lifting records for the bench press. In a recent championship competition, Brother Becker won first place honors by benchpressing 340 lbs. at a bodyweight of 162 lbs. This Teamster must really have some muscles!



Robert C. Barron, Sr., a Teamster Local 738 member employed as a dock checker for Ryder Truck Lines in Atlanta, Ga., has been bowling for the past several years with a league formed by his church. During his first year of competition, Barron received plaques for "first place" and "high game" (224). As the league ended its second year, he again received team trophies—for "high game" (215), perfect attendance and a certificate of recognition for "outstanding service to the league." Brother Barron must be doing something right!



Teamster Local 294 member George E. Albert, a truck driver for A.P.A. Transport Corp., enjoys getting away from it all on his days off and does so by putting out to sea on his own beautiful 33-foot Carver cabin cruiser, which he docks at the Albany Yacht Club in Rennsselaer, N.Y. Brother Albert says he really enjoys taking the craft south to fish for blues when he's on vacation. Sounds like a great life to us!



SENATOR CANNON

HOWARD W. CANNON
NEVADA

United States Senate
WASHINGTON, D.C. 20510

COMMITTEES:
COMMERCE, SCIENCE, AND TRANSPORTATION
ARMED SERVICES
RULES AND ADMINISTRATION

June 1, 1981

To my friends in the Teamsters Union:

Welcome to Las Vegas for your 22nd International Convention. Our city is famous for its hospitality and visitor attractions, so I hope you will enjoy yourselves fully.

Your Union, as does the entire labor movement, faces great challenges in the 80's, and I urge you to address those challenges in a constructive manner. May this convention be remembered by Teamsters everywhere for its accomplishments and its focus on a stronger future for the working men and women of America.

With warm personal wishes, I am

Sincerely,

Howard W. Cannon

HOWARD W. CANNON

PAUL LAXALT
NEVADA

United States Senate
WASHINGTON, D.C.

Dear Teamsters:

Welcome to Las Vegas and welcome to Nevada!

As you take up the important business of your convention, I think you will find our facilities and our people both helpful and friendly.

And away from the convention, I hope you will take time to enjoy some of the world's finest opportunities for indoor and outdoor recreation.

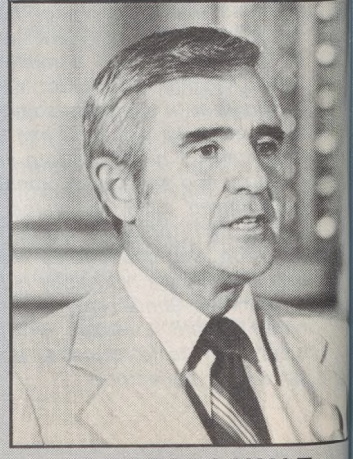
We're glad you have joined the millions who visit our state each year, and we hope you will want to return many more times.

Best of luck for a productive and enjoyable convention week.

Sincerely,

Paul Laxalt

PAUL LAXALT
U. S. Senator



SENATOR LAXALT



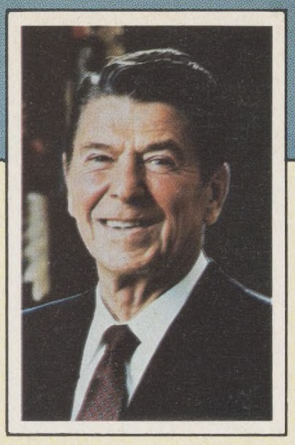
As you gather for your national convention, I know you do so with mixed emotions. On one hand is the sadness you feel at the recent loss of Frank Fitzsimmons. On the other hand is the feeling of anticipation as you contemplate the future of your organization.

Mrs. Donovan and I join you in sending our deepest sympathy to the Fitzsimmons family in this time of personal sorrow. Such a loss is never easy, and no words can ease the pain of parting.

But this gathering has a less sorrowful side as well. You will choose a new leader, and you will chart the course of your organization for the future. As you make your decisions, I offer you my sincere wishes that you choose wisely.

I ask you to join with me, as you decide these important matters, in support of President Reagan as he works to make America an even better place to live.

Ray Donovan
Secretary of Labor



THE WHITE HOUSE

WASHINGTON

I want to extend my warm greetings to all those participating in the 22nd Annual Convention of the International Brotherhood of Teamsters. May I also extend sympathy from both Nancy and me on the loss of your great President, Frank Fitzsimmons. He will be sorely missed.

This period in our Nation's history will be remembered as a turning point in American life, a time of national reassessment and renewal.

Your past support indicates that you share my concerns for the future of our country. We have made a great beginning in these first days, but much remains to be done. I will continue to seek your support and your leadership as we launch the economic revitalization program that is the key to our Nation's vitality and strength.

Working together, we can restore the high levels of economic growth and productivity which made America great and which will assure all Americans of a more prosperous and secure future.

You have my very best wishes for a productive meeting and for every success in the future.

Ronald Reagan

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
July 1981





CONVENTION REMARKS OF GENERAL PRESIDENT ROY L. WILLIAMS

"... I want to say just one other thing. I will promise you—and I haven't promised anything yet, because I don't believe in making a bunch of promises that there is no way you can keep—I am going to do everything that I can with all of the energy that I can muster to make this Teamsters International Union the best organization in the world, or even better than it is now. I am going to call on all of you to help. But I promise you one thing. I will never forget where I came from, and I will never forget the people that helped me get there. I will always try to treat all of you like I would like to be treated myself. Thank you."

Concluding remarks to delegates to 22nd Teamster Convention, June 5, 1981

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Teamster
DEDICATED TO SERVICE

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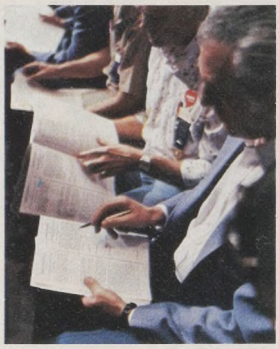
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Editorial material should be addressed to:
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22ND IBT CONVENTION CONVENES IN LAS VEGAS WITH NEW LEADER AT HELM



DELEGATES to the 22nd Convention of the International Brotherhood of Teamsters took part in one of the most orderly changes of top leadership in the history of the union.

General President Roy L. Williams, elected to succeed the late Frank E. Fitzsimmons, handled the gavel firmly and democratically even as he imposed brevity upon the agenda.

Time-wasting efforts by a handful of dissenting delegates failed to deter the chairman.

When the convention ended at noon of the fifth day, it did so dramatically.

The delegates on the floor and guests in the balcony of the Las Vegas convention center listened in complete silence as Williams—his voice raspy after four days at the podium microphone—slowly spoke a pledge:

"I am going to do everything that I can with all the energy that I can muster to make this Teamsters International Union the best organization in the world, or even better than it is now. I am going to call on all of you to help."

Williams paused. He closed with a thought that provoked a heavy, standing applause:

"I promise you one thing. I will never forget where I came from, and I will never forget the people that helped me get there. I will always try to treat all of you like I would like to be treated myself."

Williams' statement was preceded by closing remarks from General Secretary-Treasurer Ray Schoessling, reelected to office for the second time, who referred to the new general president as "a man with the vision, the background and the experience to position the union to best deal with its adversaries and its friends."

Schoessling, who also received a standing ovation, commented that the convention attended by 2,221 delegates—although laced with "some terrific debates"—ended with a resolution of differences.

He added, "We walk out of here an International Union second to none, ready to do battle with anyone who wants to take us on."

That was the kind of convention it came to be after suffering days of sniping by headline-hungry politicians, non-Teamster union critics, and some news media eager to again tarnish the Teamster image in the eyes of the public.





The Bishop Gorman High School Band and Neer-Goudie Teamster American Legion Post 846 Color Guard opened the convention sessions.





The delegates—supported by 445 alternates and observed by 4,436 guests—for the most part remained in their seats each day as they worked under Williams' chairmanship.

They elected the members of the general executive board and International trustees to serve the next five years. All were incumbents although Williams had served only two weeks as general president to complete the term of Fitzsimmons who died May 6th; Don Peters of Teamster Local 743 in Chicago, Ill., was sworn in as 16th IBT vice president on May 19th to fill the seat vacated by Williams.

Some 50 changes were made in the International Union's constitution, including a per capita tax increase from local unions to the IBT as well as what amounted to long overdue increases for the officers, with the work taking a day and a half.

More than a score of resolutions were passed, nearly all of them unanimously, to deal with the pressing problems facing Teamsters Union members and all other wage earners in the United States and Canada.

Between times, there were several visiting speakers with the most famous—while not actually on the scene—being President Ronald Reagan. He sent greetings via a videotaped presentation introduced by an aide.

Dave Beck, former general president and a grand old man nearing his 87th birthday, set a record of sorts when he spoke only six minutes but with his usual vigor on the last day of the convention. He received a standing ovation.

The convention's opening minutes on June 1st were devoted to a memorial service for Frank E. Fitzsimmons.

M. E. Anderson, IBT vice president and director of the Western Conference of Teamsters, welcomed the delegates as temporary chairman and then introduced the Rt. Rev. Monsignor W. Joyce Russell, Pastor of St. Catherine Laboure in Silver Spring, Md.

Monsignor Russell gave the invocation and then commenced the brief memorial service. He related a conversation with Fitzsimmons that took place last March in which Fitz—thinking about the forthcoming convention—said the Teamsters Union had been his life for 50 years: "It is all I know."

Present for the ceremony were

Mrs. Patricia Fitzsimmons and the children—Carole, Don, Richard and Gary.

Following presentation of a Michigan Senate Resolution praising Fitzsimmons' career as a union leader, Mrs. Fitzsimmons addressed the delegates and thanked them "for this tribute to my husband."

In the days that followed, speaker after speaker added their remembrances to Fitzsimmons' memory.

General President Williams, in his opening, informal remarks to the convention, wasted no time in letting the delegates know where he stood. He declared that the chair and the delegates would "proceed strictly" by the rules drawn up by the rules committee, adding:

"I intend that this convention will be a model of democracy."

Williams briefly referred to an anti-Teamster "so-called Senate subcommittee report" then receiving a lot of news publicity, as well as to an indictment brought against him and which he characterized as a "damn lie."

Heavy applause was the response when Williams said further:

"Finally, I will tell you that neither a federal bureaucracy or headline-grabbing politicians are going to run the largest union in the world."

Williams' official report to the delegates in the afternoon detailed some of the terrible impact on Teamster jobs and the trucking industry as wrought by the Motor Carrier Act of 1980. He said, "We certainly are going to do everything we can to bring this thing under control."

He spoke with pride of Teamster accomplishments during the past five years such as the national master agreements negotiated for members working in freight, carhauling, and United Parcel; the maintenance of membership despite growing unemployment; the success of the Central States Pension Plan which, while it has paid out more than $3 billion in benefits for retirees, still has somewhat the same amount in assets.

In short, said Williams, "We had our defeats along with our triumphs."

He declared that, in the past five years, the International Union had kept its head above water while other unions were struggling to survive—"and that is a tribute to every one of you sitting in this convention today."

General Secretary-Treasurer Schoessling also made his official report to the delegates on opening day.

As steward for the International Union's monies, properties, investments and coordinator of bookkeeping and record keeping "to support the collective bargaining process," Schoessling discussed advances made by the IBT in this regard since the 1976 convention.

He said the Teamster Information Terminal and Accounting Network—better known as TITAN—has been further sophisticated and now is utilized by nearly every local union affiliate in the U.S. and Canada.

Schoessling related other improved services of the International Union, including the newly constructed annex building, the Teamster workshop, and an expanded staff.

Had the IBT not invested its money wisely in the past five years, however, "our financial condition would be dire, indeed," said Schoessling. "Revenues in no way matched expenditures, But because of a wise investment policy, we weathered a serious storm in comfortable fashion."

Declaring that it was obvious, "that we cannot depend upon investments to overcome excessive outgo and remain in a sound financial position," Schoessling told the delegates that the IBT had to align itself for the future.

For that same reason, Schoessling stressed, there was a need to strengthen



A memorial service for General President Fitzsimmons gave delegates and officers a chance to vent their grief.











Above and left, the delegates. Below, Pemanent Chairman Williams accepts gavel from Temp. Chairman M. E. Anderson.



the International Union's resources. He added:

"I am sure you will be wise enough to take the necessary action to insure that your union will remain financially strong and healthy."

That was exactly what the delegates did when it came time to amend the IBT constitution later in the proceedings.

But it was the anticipation of the forthcoming election of officers that dominated the thoughts of many delegates as the convention moved along in succeeding days. There was strong historical reason for the feeling.

There were enough gray-haired and balding Teamster leaders among the delegates to remember the situation 24 years ago when the top Teamster job was in the process of passing from Dave Beck to Jimmy Hoffa. To the experienced delegates, it was like watching a late-night TV movie with different faces in the cast.

Just as government agencies and ambitious congressmen—with the encouragement of certain news media and a non-Teamster unionist or two—had tried to tell the 1957 Teamster convention who to elect as its general president, so was it happening again. Just as there had been announced opposition to Hoffa in 1957, so was there announced opposition to Williams in 1981.

Seeking to avoid the prospect of time-taking roll-call votes, the convention delegation agreed unanimously before the nominations began on the fourth day that any challenge for the office of general president and general secretary-treasurer would be voted upon in tandem; likewise, the posts of International trustees, if necessary.

As it turned out, Roy Williams and Ray Schoessling—nominated for GP and GS-T respectively—found themselves opposed by Peter Camarata of Local 299 and Jack Vlahovic of Local 213 respectively.

There was a surprise for the convention, however. A third candidate for general president was nominated out of the clear; IBT Vice President Edward Lawson, director of the Canadian Conference of Teamsters, quickly hurried to the microphone and declined the nomination.

Then began the boredom of a roll-call vote. Delegate after delegate stepped to the microphone, identified themselves, and then announced their vote for "Williams and Schoessling," or, as some put it, "Roy and Ray."

The first 80 votes went to Williams and Schoessling, then, on the 81st vote, a ballot finally was cast for Camarata and Vlahovic.

By the time 95 local unions were called in numerical order and the poll of Local Union 118 had been completed, the vote was 291 to 1 in favor of Williams and Schoessling.

Camarata and Vlahovic came to the floor mikes and conceded the election.

Following a lunch recess, Chairman Williams volunteered permission for any other delegates who so desired to go on the record in favor of Camarata-Vlahovic.

Altogether, the total came to 10 for the losing challengers.

A motion was then made from the floor to give all the remaining votes that had not been cast from Local 118 onward to the winning pair of Williams-Schoessling.

A roar of approval rocketed through the convention center.

Thereafter, the election continued through the remainder of the day—resplendent with noisy and colorful demonstrations—and resulted in all incumbent International vice presidents and trustees being returned to office.

The newly-elected leadership took the oath of office from Einar O. Mohn, retired IBT vice president.



OFFICERS' REPORT TELLS IT ALL

STATE OF THE UNION IS EXCELLENT

AN EXTENSIVE and colorful 46-page officers' report was presented to delegates to aid them in their deliberations at the 22nd Teamsters Union convention.

Divided into two sections, one presented from General President Roy L. Williams and the other from General Secretary-Treasurer Ray Schoessling, the booklet related the stewardship of the two top offices for the five year period ending Dec. 31, 1980. It also discussed the prospects for the coming five years.

General President Williams, in a welcoming letter to the 2,221 delegates, said of the convention getting underway:

"We must foresee change insofar as we can and make the appropriate adjustments. In every deliberation, we must keep the welfare of the membership uppermost in our thoughts at all times."

Williams added that a "shoulder-to-shoulder spirit" had been the source of the Teamster strength and success in the past. He concluded, "So it will be in the coming years."

General Secretary-Treasurer Schoessling's primary statement concerned an accounting of the IBT assets totaling $143,299,799—an increase of nearly $20 million over 1976.

Schoessling explained the welcome figure: "However, our satisfaction with this increase is somewhat tempered by the fact that it resulted entirely from the net income of the investments which had been accumulated mainly in previous convention periods."

What the officers were saying was that the International Union needed an increased amount of seed money for what promises, economically speaking, to be the turbulent '80s.

The delegates responded in kind and with hardly any real dissent.

They approved, on the 2nd day of the convention, a change in the Teamster constitution to provide an increase in the per capita fee paid by local unions to the International Union.

General President Williams remarked proudly in the opening of his report that the International Brotherhood of Teamsters does not get subsidies from the government or grants from foundations or gifts from charities, "yet the International Union continues to remain financially solvent, successful in its aims, and beneficial in all respects to its membership and to society."

He declared, "That is a unique record in this period of continuing economic uncertainty marked by inflation at every crossroad of decision."

But, Williams suggested, the future will be even more expensive. He said that aside from the increased costs of operation, there are two particular challenges facing the IBT in the immediate future and both will take money to face: the growing surge of union-busters, also the need to correct grass roots political apathy.

He said: "It must be made clear to union members that every national economic problem inevitably has to be approached from a base of executive or legislative action."

So far as the International Union's responsibility to its primary goals, Williams said the wages, hours and working conditions of Teamsters continue to remain uppermost in International Union policy.

"Teamster contracts," said Williams, "continue to lead in benefits for wage earners in every industry where Teamster jurisdiction prevails —and that is just about everywhere."

He emphasized that the various Teamster national master agreements serve as pace-setters for not only other Teamster contracts but for the pacts of many other unions also.

Were it not for a continuing effort to organize the unorganized, Williams pointed out, the Teamsters Union would have suffered a very steep decline in membership during the past five years.

As it is, the International's total membership, according to General Secretary-Treasurer Schoessling's records, stays at around the two-million mark.

Schoessling detailed the IBT assets in the following fashion: the general fund contained nearly $90 million and the defense fund held more than $53 million going into the convention.

There have been two major reasons for the increased cost of operation—aside from the erosion of inflation through the years—and that is the constant improvement of IBT services that cut deeply into general fund monies along with the $62.3 million in out-of-work benefits delivered from the defense fund in the past five years.

While the IBT operational income for the between-convention period amounted to $336 million from per capita and initiation fees, etc., inflation in the same period went up 46 percent.

"No one expected inflation to be as disruptive as it has been (since 1976) in controlling the costs of running the union," wrote Schoessling in his report.

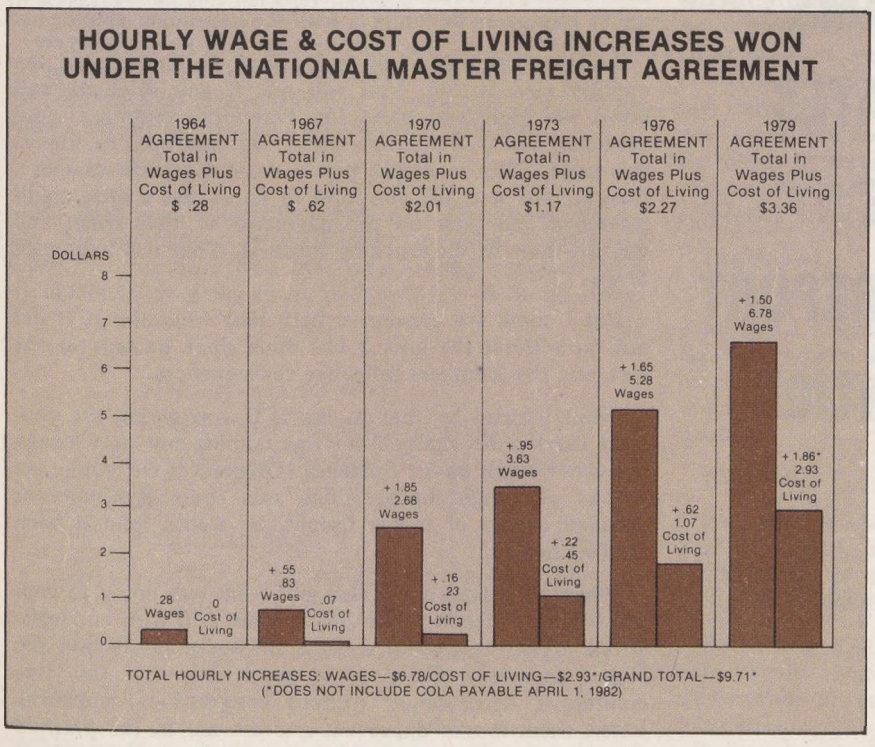
Whatever might have been gained with a very stringent policy of economy, for example, would also have vanished in the smoke of inflation. However, the International Union did not exercise such a policy; rather, it continued to provide and make improvements on existing services even while developing new services to benefit and aid the membership.

One of the costliest developments has been the steady innovation in the TITAN program which now serves more than 95 percent of the Teamster membership and is considered one of the most sophisticated accounting and communication systems in the world. It cost money to build and maintain.

The same policy of financial strength has been retained in other areas, said Schoessling. The Teamster Affiliates Pension Fund balance sheet now has a bottom line of more than $204 million in assets. At the same time, the Retirement and Family Protection Plan totals nearly $37 million in assets.

All the while, the IBT has continued its generous program of college scholarships—mandated by the 1966 convention—for sons and daughters of Teamsters Union members, has made numerous grants through the years to the most worthy of causes, and has kept its headquarters building in good condition.

It was an extensive and detailed report provided by the Teamsters' chief stewards, General President Williams and General Secretary-Treasurer Schoessling, and was accepted and adopted unanimously by the convention delegates.



Delegates Learned The Teamsters' Foremost Negotiated Pact Remains Tops in Wages, Benefits



GENERAL PRESIDENT ROY L. WILLIAMS BRINGS DELEGATES UP-TO-DATE IN HIS OFFICIAL REPORT TO THE CONVENTION

"We had our defeats along with our triumphs, but at a time when other unions saw their overall membership rolls shrink at alarming rates, we in the Teamsters have more than kept our heads above water, and that is a tribute to every one of you sitting in this convention today."

TRADITIONALLY at this time and at this juncture of the agenda, the General President has given a report of his stewardship of the union since the last convention. Obviously this is not possible at this convention.

What we might do for a moment is to review those landmarks, happenings of the last five years, with which we are all familiar and which have an important bearing on the representation of the membership during the next five years.

Of course, the Motor Carrier Act of 1980, or the trucking deregulation bill, stands out above all else—the favorite child of Senator Kennedy and then President Carter, and it has become law. The consensus is as we predicted. I will have more to say on this further in the week.

We predicted that if the Motor Carrier Act was passed there would be the biggest rate cutting in the history of this country, which would make it impossible for our union employers to compete with the non-union employers.

Freight that was $1.50 a hundred to haul across the country now is 70¢. You will see, if you drive up and down the highways, great big Peterbilts, snubnose, conventional cabs, brand new tires, big hubcaps, as big as this table, $900 to $1500 payments and sometimes more, they are for sale. All you have to do is pass a little credit reference and pick up the payments of that truck and you are now in the trucking business. That has happened to us.

But I think we can agree here that what the ICC did not do without the law, it has done since passage of the Act, and our members suffer the consequences.

What I mean by that is, the ICC was giving the contract carrier the right, if he was coming out of Chicago and he wound up in Portland, Oregon, if he could get a load of freight back, which was some legitimate or certified carrier of motor freight, he would haul it back for fuel money.

When we talked about this and what was going to happen, that is when we went over on the Hill with our legislators, trying to convince some of the senators and the House members, Congress in particular, that this was creating a deregulation without congressional approval. Later, then, it was approved, and we are in the position that we are today. All you have got to do is be from Indiana, Pennsylvania or Ohio, and you will understand

that the losing of jobs over the past years since the deregulation has certainly taken away our livelihood.

That is going to be one of the big fights in the five years to come, to try and get the employment back in this country, curtail and control foreign shipments in and out of this country so that we can participate in our fair share.

While those consequences are dire enough, it should be noted that through the efforts of our legislative staff, outside counsel and a tremendous response from the rank and file membership, we were able to defeat the Senate version of trucking deregulation, which was a measure with which it would have been impossible to live. That is the reentry that we finally got modified, and the Interstate Commerce Commission was going to write 20 rules governing this. They haven't enacted the first rule yet. So if you can pass a little credit reference rather than having $750,000 worth of insurance, being able to buy your equipment, all you got to do is say, "Hey, me and my brother or sister have two trucks," and you are paying a dollar and a half a hundred to haul your freight. They can reduce that rate by 10 percent without any approval of anybody and they move in and haul your freight.

Now, when they do that, in order for you to get it back, you've got to cut the rate some more. And as a result, nobody can live under these set of circumstances. We certainly are going to do everything that we can to bring this thing under control and do everything we can to get the work back to the Teamster brothers and sisters throughout this country that has been eroded by somebody else.

(Applause)

Of course, there was a renewal of the national agreement, and the advances of wages and benefits which are always publicized in the press. And I think we should emphasize here that in the case of the Central States Pension Fund—because of our negotiations—we were able to increase benefits a hefty 41 percent.

While I am on that subject—and we have our machine set up over in the Dunes Hotel, have an office over there for the Central States Pension Fund—they will verify what I am saying. We have a little over $3 billion.

(Applause)

We have paid in benefits a little over $3 billion, and we are able to increase hospitalization, pensions, lower age limits. We are sure that that is a healthy situation, and we are certainly going to try to improve it as we go along.

"... the losing of jobs over the past years since the deregulation has certainly taken away our livelihood.

"That is going to be one of the big fights in the five years to come, to try and get the employment back in this country, curtail and control foreign shipments in and out of this country so that we can participate in our fair share."

"So we can look back on the past five years with pride and a sense of accomplishment, and we can applaud the stewardship of our great deceased president, Frank E. Fitzsimmons."

In the National Freight, National Carhaul and National United Parcel agreements, we made some landmark achievements in safety and health which surpass regulatory requirements.

In another area, the printed officers' report in your kit refers to the Teamsters' workshop which many of you attended, and which was a highlight of International Union service to affiliates since the last convention.

While we lost our position to the trucking deregulation, and while that was the most publicized piece of legislation, our legislative and political affairs department day-in and day-out was a watchdog on Capitol Hill over a thousand issues of importance to our members.

There was the endorsement of the presidential candidacy of Ronald Reagan by the general executive board and the overwhelming response by the membership.

We had our defeats along with our triumphs, but at a time when other unions saw their overall membership rolls shrink at alarming rates, we in the Teamsters have more than kept our heads above water, and that is a tribute to every one of you sitting in this convention today.

The conference structure of the International Union was viable and productive on behalf of the membership, and there have been people that say that if Roy Williams is elected president of this great international union of ours, he is going to take some of that power away from the conferences. I want you to know that I have met the conference directors. I have met the executive board, and not only are we going to give them more responsibility and more autonomy, we are going to try and find out the needs in certain areas of your particular conferences, and we are going to concentrate our organizers in those respective areas that need this type of operation.

(Applause)

As I told Joint Council 42 yesterday, maybe 12, 15 years ago I might not have said that at that time, because the conferences hadn't proven themselves. But by virtue of our five conferences, that is what makes this International Union the largest and the greatest union in the world.

(Applause)

As with the trade divisions and the trade conferences, that all helped; and I think we should note the recent establishment of the industrial division, adding to the vehicles the International has to organize and help workers.

So we can look back on the past five years with pride and a sense of accomplishment, and we can applaud the stewardship of our great deceased president, Frank E. Fitzsimmons.

Thank you very much.

"We've come together to plan our course for the future, to do those things necessary to secure and expand the economic well-being of our two million members and their families.

"That's an awesome responsibility, but it's an exciting one to know that others have placed their trust in us. I have every confidence that when the work of this convention is complete, you will have discharged your duties in a manner beneficial to the rank and file; and you will have done so in the best traditions of democratic procedure."

I'D LIKE to join with those who have done so before me, and extend to you a hearty welcome to the 22nd convention of the International Brotherhood of Teamsters. I had the honor of doing that five years ago. It was an exciting moment then and it's an exciting moment now. We've come together to plan our course for the future, to do those things necessary to secure and expand the economic well-being of our two million members and their families.

That's an awesome responsibility, but it's an exciting one to know that others have placed their trust in us. I have every confidence that when the work of this convention is complete, you will have discharged your duties in a manner beneficial to the rank and file; and you will have done so in the best traditions of democratic procedure.

The constitution of this organization confers certain duties upon me as your General Secretary-Treasurer and the stewardship of those responsibilities is described and outlined in the officers' report to this convention, a copy of which you have received in your delegate's kit. Bookkeeping, record keeping, finances, investment policy—all of that is explained in the officers' report.

After you've digested that information, it should be apparent to you that the main responsibility of the secretary-treasurer of this organization is to coordinate the bookkeeping and record keeping into a force to support the collective bargaining process; to support what you as a Teamster representative do day by day in your local union and at the job site.

It is that broader view which thrusts a secretary-treasurer into the mainstream of our organization, and that is why from convention to convention I lost none of the enthusiasm for the job or its challenges.

When I first made a Secretary-Treasurer's Report to an International Union convention five years ago, I thought it was necessary to detail the specific duties of my office one by one.

But we've done something since the last convention at the International Union, which I believe has made so many of you better informed about the working of our International Union; and I'm talking now about the workshop, which so many of you attended in Washington, D.C.

Over 900 local union, joint council, and conference representatives attended those sessions at which the staff of the various departments talked about the services provided by their sections of the International Union.

It was an opportunity for you in the field to become acquainted on a first name basis with those who before you had never seen and they were only voices on the telephone.

We at the International are not only proud of the workshop and its accomplishments, but also are proud and gratified by the response we received from those who attended.

Presently the program is in suspension, in review to determine how it can be improved and updated. In the near future, I will be going to the general executive board with plans to begin this program again, and I hope we will have the same enthusiastic participation we had during the first segment of this workshop.

Another highlight of this convention period is the fact that nearly 90 percent of our affiliates are now taking advantage of TITAN—our Teamster Information Terminal and Accounting Network.

The utilization of this electronic data processing system has progressed far beyond our expectations as local unions become familiar with this system's many capabilities.

Five years ago when I reported to you, 80 affiliates were on TITAN. Many others were unsure about its advantages. Today it is completely accepted as:

—A dues accounting system superior to other systems;

—A filing system with instant member and employer information;

—A mailing list maintenance and print out system;

"If you will examine the financial report in your delegate's kit. you will plainly see that had we not invested our money wisely, our financial condition would be dire, indeed. Revenues in no way matched expenditures. But because of a wise investment policy, we weathered a serious storm in comfortable fashion."

—A system with daily and monthly cash report capability;

—A storehouse for per capita and membership figures;

And, equally important, TITAN is an electronic communications system superior to any on the market. It has become such a convenient system of electronic mail that terminals are being installed in the offices of all vice presidents, and even in local unions and joint councils which do not use the system for bookkeeping.

Frankly, all the uses of TITAN have not been refined. But they are being developed by our staff in Washington, and will be made available to you when they are functional.

So we are excited by this system and the service that it provides for our affiliates. As I said, you are using it far above our expectations, and, quite frankly, your enthusiastic utilization of it has given rise to some concern about future costs of the system.

During the years since our convention in 1976, I have had the opportunity to address many division and conference meetings. In those talks, I have stressed over and over that the International Union is a service organization, and I have detailed what those services are so you are aware of them, and again I urge you to take advantage of what the International can do to assist you in the representation of your membership.

When I talk about expanded services, I am talking about the new building addition to our headquarters which has made more services available to you. I am also talking about a staff of dedicated and competent employees who day by day do those things necessary to make your International Union receptive to the needs of the affiliates and the membership.

Five years ago at this convention, delegates took action to insure the financial stability of the International Union. They took that action based upon the general prediction of financial experts that inflation would run at a rate of six percent through the year 1980 and how wrong they were.

Even the experts did not accurately predict the range and scope of inflationary pressures on our economy.

If you will examine the financial report in your delegate's kit, you will plainly see that had we not invested our money wisely, our financial condition would be dire, indeed. Revenues in no way matched expenditures. But because of a wise investment policy, we weathered a serious storm in comfortable fashion.

(Applause)

However, even to the most naive in matters of finance, it is obvious that such a condition cannot continue, that we cannot depend upon investments to overcome excessive outgo and remain in a sound financial position.

Your International Union must position itself for the financial demands of the future. As a service organization, we must recognize the need to strengthen our financial resources if we are to effectively represent and service the membership and our affiliated organizations.

Since each and every one of us, our families, the members we represent and their families have an unquestionable stake in the economic well-being of this union, I am sure you will be wise enough to take the necessary action



GENERAL SECRETARY-TREASURER RAY SCHOESSLING REPORTS ON THE FINANCIAL WELL-BEING OF THE IBT AT 22ND CONVENTION

to insure that your union will remain financially strong and healthy.

Finally, just as we are trying to keep up with inflation and the cost impact of new laws and regulations in the affiliates pension plan, we are attempting to do the same for the family plan which applies to direct employees of the International Union. We have also extended the time within which cash severance payments can be made so as to encourage longer service with the International Union and add more flexibility to the plan.

Now, I would be remiss, I believe, if I did not address the question of government interference in our convention. Before this convention adjourns, you, the delegates, will elect a general executive board, including a general president, for a period of five years.

You will do so in a democratic manner as that is the way the constitution provides for nomination and election of International Union officers.

So what I have to say now in no way refers to a particular person or announced candidate. Although one in particular is under fire from those who would interfere with your undeniable right to choose leaders of your choice.

(Applause)

Isn't it strange that those in high places in our government would applaud the efforts of workers in Poland to achieve freedom from government dominance in their trade unions while at the same time trying to influence whom you elect to head your International Union.

Free trade union activity is a thing to be applauded by some of our high government officials as long as it exists in a foreign country. But here at home, these people are no different than the tyrants the good brothers and sisters in Poland are trying to escape.

Again, in all fairness, I do not use this platform to speak for the candidacy of any one individual. But I do use this platform to urge each and every one of you to stand up for free and democratic trade unionism in this country and cast your vote not to please a politician with anti-union philosophy as his main characteristic.

"Our enemies in the corporate boardrooms have turned to union-busters carrying briefcases, misguided attorneys who preach the doctrine of a union-free environment, which is a fancy way to say running a scab operation.

"Workers, full of uncertainty because of a weak and fluctuating economy, resist efforts to organize them for fear that they may lose their jobs."

"The ranks of the unemployed stand at immoral levels, and many of your members are on withdrawal cards and suffer from the inability of the economy to provide jobs for all who want to work.

"It would be easy for lesser men and women than Teamster representatives to hang their heads, to be discouraged, to try less strenuously.

"But, I know you better than that. I know this organization better than that. I know that you are in this organization because of dedication and purpose which do not recognize the ingredients for defeat."

Cast your vote for the candidate whom you best believe will do the most for the two million workers whose economic well-being is tied to your choice.

In closing, let me say that the past five years have seen major developments which we in labor should monitor closely, being ever ready to act to protect the union movement.

Our enemies in the corporate boardrooms have turned to union-busters carrying briefcases, misguided attorneys who preach the doctrine of a union-free environment, which is a fancy way to say running a scab operation.

Powerful politicians have mistakenly interpreted the frustration of the national electorate as a mandate to pass anti-labor legislation on a wholesale level.

Workers, full of uncertainty because of a weak and fluctuating economy, resist efforts to organize them for fear that they may lose their jobs.

The ranks of the unemployed stand at immoral levels, and many of your members are on withdrawal cards and suffer from the inability of the economy to provide jobs for all who want to work.

It would be easy for lesser men and women than Teamster representatives to hang their heads, to be discouraged, to try less strenuously.

But, I know you better than that. I know this organization better than that. I know that you are in this organization because of dedication and purpose which do not recognize the ingredients for defeat.

So, when the gavel is dropped adjourning this convention, I know that you will go out from here onto the job sites of America, and that American workers everywhere will be better off for your efforts.

Then maybe five years from now, who knows, your efforts, your successes, and, yes, your problems will be presented to yet another Teamster convention. I congratulate you for being a part of all of that.

Thank you.



Robert Bonitati

William Briare



William Lee

Richard W. Cordtz



Frank Brown

Thomas Gleason







GUEST SPEAKERS BRING GREETINGS, PLEDGES OF SUPPORT TO DELEGATES

SPRINKLED through the course of the convention sessions were a dozen major speakers with Dave Beck, former general president, a few days shy of his 87th birthday, bringing the delegation to its feet on the final day.

Beck, famous for his exclamation-point oratory, first joined the Teamsters in 1914 and attended his first convention 11 years later. He paid tribute to the memory of every Teamster general president of the past, knowing them all, and won strong applause when he declared—"one of the greatest organizers that ever lived in the history of the labor movement was Jimmy Hoffa!"

Beck immediately turned to the subject of General President Roy Williams—inducted into office moments earlier with the other members of the general executive board and trustees—and received a standing ovation when he further declared: "I am going to predict to you right now that this man has every attribute that any former president ever had!"

In conclusion, Beck said almost nostalgically: "Stay with this organization! . . . . Goodbye. Good luck! God bless you all!"

There was another standing ovation for Beck as he turned away from the microphone.

William Lee, a Teamsters Union vice president for many years and now head of the Chicago Federation of Labor, announced briefly that it was his pleasure to say "hello" to old friends.

Thomas W. Gleason, president of the International Longshoremen's Association, said the Teamsters Union had "one hundred percent" support on every dock in the United States where the ILA has members.

Robert Georgine, president of the Building and Construction Trades Department of the AFL-CIO, said the trades unions needed the cooperation of the Teamsters "to succeed" and he pledged friendship.

Richard W. Cordtz, secretary-treasurer of the Service Employees International Union, said the SEIU was proud of its friendship and alliance with the IBT.

Robert Bonitati, special assistant to the president of the United States, introduced the video presentation of Mr. Reagan after speaking briefly. Mrs. Elizabeth Hanford Dole, another special assistant to the president, gave a well-received address to the delegates.

William Briare, mayor of Las Vegas, welcomed the convention on opening day stating that Teamster loans in the gambling capital of the world were good investments.

Gloria McDonald of the Easter Seal Society thanked Teamsters everywhere for their money contributions in the past. She introduced Colleen Finn, national poster child, a daughter of a member of Teamster Local 1150.

Other speakers included:

Frank Brown, organizational director, District 65 of the Distributor Workers of America; Robert Dachman, executive director of the Little City Foundation, who presented a plaque to the IBT for its support; Arthur Maxwell, national labor representative for the Savings Bond Division of the U.S. Department of Treasury, who bestowed an award upon the IBT; Ben Sella of the Israeli Embassy in Washington, D.C., and Bernard Jacobson of the National Committee for Labor of Israel.

Congratulatory communications were received from the Bakery, Confectionery and Tobacco Workers Union; the International Longshoremen's and Warehousemen's Union, and the International Chemical Workers Union.



Reagan's Best Wishes Relayed to Convention

PRESIDENT REAGAN, through the medium of space-age electronics and a personal representative, extended best wishes to the 2,221 delegates attending the Teamsters Union convention.

Robert F. Bonitati, a special assistant to the president, spoke briefly to the convention while "representing the first union president ever to be elected president of the United States."

Bonitati said he was instructed by the president to spend a couple of days at the IBT convention "to listen and to learn" while collecting suggestions, ideas and constructive criticism.

Then Bonitati presented a videotape film screened high behind the convention podium and prepared especially for appearance before the Teamsters.

Following is the text of President Reagan's remarks:

"I want to extend warm greetings to all of you in Las Vegas attending the 22nd Teamsters convention.

"From my union days I know such conventions can generate feelings of camaraderie and purpose. I'm sorry I can't be there in person to participate. But I do appreciate the opportunity to send my regards.

"I also want to extend my sympathy on the loss of Frank Fitzsimmons. As I've said previously, Frank won the respect of both business and political leaders as an affable but hard bargainer. He also won friendships including my own.

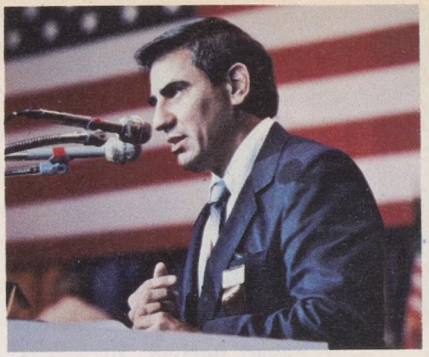
"When Frank was at the White House shortly before his death, I thanked him for his support during the election. Today let me say to each of you how much I appreciated your endorsement and support.

"As a former union president, nothing makes me more proud than to work together with my union brothers toward a shared goal. Our current, common desire is to revitalize the economy. When the economy is humming, it means that your 18-wheelers are humming down the highways. It means that America is prosperous and that our working men and women have jobs. It means runaway inflation is under control. It means union members can afford their own homes.

"To accomplish all this, we not only have to get government to stop wasting money, we have to give tax relief to average Americans so we can release again their ingenuity and energy and end their frustration over the constantly shrinking value of their take-home pay.

"I know you'll agree that we need a convoy of determined citizens and legislators to break through the business-as-usual economics of government. While we have some successes behind us, many difficult barriers lie ahead. Your past support indicates how much you share my concerns on the economy. I'll continue to seek your support and labor leadership as we strive to release the nation's vitality and unbinded strength. I hope to be in team with the Teamsters and with all of America's working men and women pulling for a more prosperous America.

"Again, you have my very best wishes for a productive convention and my thanks."



Georgine Says:

IBT Cooperation Necessary For Success of Trade Unions

"THE American and the Canadian trade union movement need the cooperation of the International Brotherhood of Teamsters to succeed," according to Robert Georgine, president of the Building and Construction Trades Department, AFL-CIO.

That was the point of Georgine's remarks as he addressed Teamster delegates on the opening day of their 22nd convention in Las Vegas, Nev.

On behalf of the Building Trades' 4.5 million members, Georgine extended best wishes and success to Teamster General President Roy L. Williams "as he takes the helm of the largest trade union in the free world."

Georgine remarked on the enemies of organized labor who try to weaken unionism in state and federal legislatures, in the administrative agencies of government, and particularly in the courts.

"Now," he added, "in a very insidious way they are trying to subvert our unions from within."

To survive, Georgine suggested, it is necessary for unions to not only organize the unorganized worker on the jobsite but to organize politically.

"Every session of Congress," said Georgine, "(the enemies of labor) pick out a couple of things which they concentrate on to weaken the trade union movement."

He said the current targets are the Davis-Bacon law which protects workers' wages on construction projects, and the Hobbs Act where a proposed amendment to the law would impose a punitive double standard upon union representatives.

Georgine agreed with Roy Williams' "message to the delegates" which raised three points: that unionism benefits wage earners, strengthens society and bolsters a free government.



'There's Nothing Wrong With America We Can't Fix,' Dole Says

PRESIDENT Reagan's assistant for public liaison, Elizabeth Hanford Dole, made a big impression on delegates at the 22nd Teamsters Convention, not by espousing the administration's hopes and plans for the country and the economy, but by explaining in dollars-and-cents terms why Americans must unite to get this country back on its feet and moving again.

"There's nothing wrong with America that we can't fix," Dole told delegates. The Teamsters' "patriotic spirit and your candid advice are helping us do just that."

"Inflation is no accident," she told Teamster delegates. "It is here, in staggering dimensions, because government has over-spent, over-taxed and over-regulated the American wage earner and investor until the fount of much of our prosperity has been drained dry.

"There's nothing mysterious about it," she added. "Deficit spending has caused rampant inflation and no one has been harder hit than the American worker."

Noting that between 1970 and 1980, median family income rose from $9,750 to $19,950 but that after tax income for the family actually fell from $8,412 to $7,976," Dole exclaimed, "That's nothing short of highway robbery.

"Today, after federal income and Social Security taxes, a family of four earning $25,000 has only $20,566 left," she said. "Because of double digit inflation, that same family has to pay about $15,000 just to cover basic needs like food, shelter, clothing, medical care and transportation. Add a kid in college or the dream of buying a home of their own and it's no wonder that the savings rate has dipped to the lowest level in 30 years," she commented.

"What the mistakes of past government policy have already done to working Americans is bad enough," Dole told Teamster delegates, but "what they will do in the years ahead if we don't turn things around will be far worse."

Dole noted that the Reagan economic program is attempting to come to grips with the nation's economic problems through a four-point program.

"We believe the President's recovery program can do it; can create 13 million new jobs by 1986; can reduce unemployment to 5.6 percent by 1986; can increase the average standard of living by one-third between now and 1986; can drop inflation to 4.7 percent by 1986; can reduce interest rates by 50% during the same period and will, most importantly, make America a place where your efforts, your initiative and your vision will finally produce the rewards they so richly deserve."

Dole concluded by thanking Teamsters, on behalf of President Reagan for the help they and their leaders have given and hopefully "will continue to give to make our program and our vision of America a bright new reality."



IBT'S 'Grand Old Man' Gives Rousing Address

DAVE BECK, former Teamster general president, brought history to life when he addressed delegates attending the IBT's 22nd convention in Las Vegas, Nev.

A few days short of his 87th birthday when he arose to speak on the final day of the convention, Beck told those who did not know that he joined the Teamsters Union in 1914 and attended his first convention in 1925, adding: "I've gone through its hard days. I've gone through its good days. We have seen both."

Fifty-five years ago, said Beck, the International Union had less than 78,000 members going into the 1925 convention. When Beck stepped down as general president in 1957, there were nearly 1.6 million Teamsters in the United States and Canada.

Beck, his voice strong and emphatic, reminded the convention that wage earners have only their labor to sell. He said:

"You own nothing else. Our members own nothing else. We are in the open market as sure as you are in front of me today, trying to sell labor. . . . You have done a marvelous job of it."

Beck received strong applause when he credited Teamster leadership of the past for the union's achievements: "I can go on up through all of the past general presidents and the past executive boards. I care not whether his name was Tobin, whether his name was Beck, whether it was Jimmy Hoffa—and I want to pause to say right now that I have been on the rostrum a thousand times and never failed to say, one of the greatest organizers that ever lived in the history of the labor movement was Jimmy Hoffa. He was succeeded by Frank Fitzsimmons, and Fitzsimmons did a good job."

Beck, having captured the full attention of the convention arena, continued on the subject of Roy Williams:

"I want to conclude by pointing to the man coming in. It was my privilege to appoint him secretary of the credentials committee in the 1957 convention. I had watched him carefully before, and have watched him carefully since. I am going to predict to you right now that this man has every attribute that any former president ever had!"

Apparently the delegates fully agreed with Beck, giving him a standing ovation for a few moments. He kept talking about Williams:

"He is militant. Deep down inside his heart he has the cause of labor. He is not here for money. He is here to serve this International Union and the great principles it represents, and he is going to do a marvelous job!"

The elderly Beck extended best wishes to the newly elected general executive board. Then he roared: "God bless you all! Stay with this organization! . . . Goodbye. Good luck! God bless you all!"

He smiled happily as the entire delegation and thousands of guests in the balcony arose with a final standing ovation.







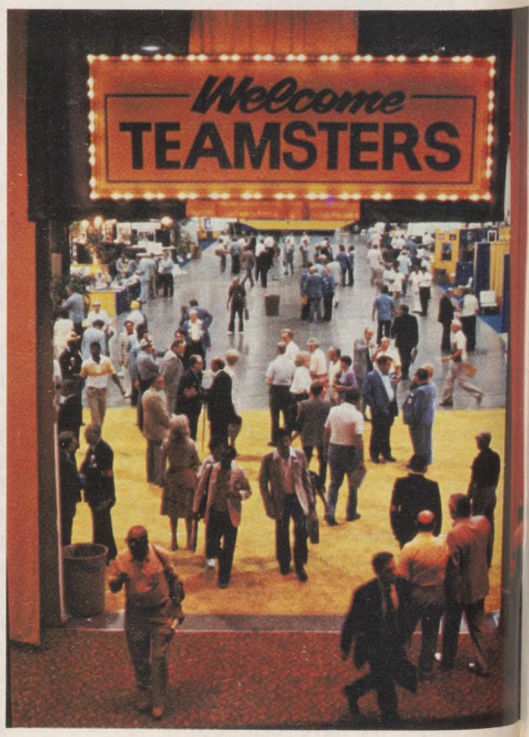
GEARING UP FOR THE CONVENTION TOOK TIME





BUT BY THE TIME THE DELEGATES ARRIVED EVERYTHING WAS READY FOR THEM










Welcome
TEAMSTERS


ATTENDANCE CARDS


DELEGATES & ALTERNATES
REGISTRATION
LU 500-650

EXHIBIT AREAS OFFERED DELEGATES DIVERSION DURING REGISTRATION WAIT













EXHIBIT areas set up at the convention center kept delegates both informed and entertained during registration and as they relaxed during breaks in activities.

The TITAN Communications Center was at delegates' disposal throughout the week to send and receive messages from affiliates; personnel explained the ever-expanding uses to which TITAN equipment can be put.

Elsewhere both the Delaware Plan of Michigan and the Amalgamated Health Care Plan had exhibits to explain their programs to delegates.

At two special display areas, delegates learned about the Ohio Conference of Teamsters and its programs and had a chance to examine the conference's unique tractor-trailer.

Teamsters from the "lower 48" learned about our Canadian and Alaskan Teamster brothers and sisters at exhibits explaining their regions and work jurisdictions.

In another area, they learned how development of the MX missile at proposed locations in Nevada could provide jobs for hundreds of area workers.

Elsewhere could be found exhibits of the International Union's Safety and Health, Legislative and Political Affairs, and Research and Education Departments.

"Mr. Chairman, I move to adopt"

RESOLUTIONS ADOPTED FORM AN AGENDA FOR ACTION



DURING the course of the five-day Teamster session, delegates took action on an array of legislative, social and political resolutions presented to them, enacting an agenda for action that will guide the union in its activities during the 1980s and beyond.

Acting on suggestions proposed by the Resolutions Committee, delegates considered nearly 30 questions put to them, taking positive action on more than 20. Those amendments voted into policy by convention delegates are presented here.

Delegates were enthusiastic in their support of each proposal here, voting either overwhelmingly or unanimously in support of each. They took particular interest, however, in several of the amendments, including those on news media abuses, several deregulation resolutions, and one urging cost-of-living coverage for Teamster retirees.

All-in-all, the package represents an ambitious program for the union, encompassing in its concerns all the diverse groups that make up the Teamsters Union membership.

CENTRAL STATES PENSION FUND: Calls on the various federal agencies involved in continuing examinations of the fund with resultant wasteful expenditure of millions upon millions of dollars in taxpayers' money—despite the fact that the fund with $3 billion in assets has proved again and again that it is soundly financed, well managed, solvent and capable of meeting its obligations—to cease and desist from making further frivolous political attacks upon the Central States Pension Fund until they can demonstrate that something of substance exists.

DRIVE PROGRAM EXPANSION: Calls on the union to undertake a massive expansion of the Teamster DRIVE program for the purpose of protecting our union against wealthy opposition "from its powerful business foes;" urges all elected officers of the union at every level, from the International to the local, to join DRIVE immediately as an example to the membership; proposes further that everywhere legally possible a DRIVE clause be negotiated into every future Teamster contract permitting payroll deductions for all DRIVE voluntary contributions, and urges lastly that where legally possible the revitalized DRIVE organization have as its goal the 100% membership of dues-paying Teamsters since the "$5 yearly dues (approximately 9¢ per week) constitutes no hardship and is truly the best political insurance any working man or woman can have."

PUTTING AMERICA BACK TO WORK: In the face of "unfair competition from foreign industry, spiraling interest rates, runaway energy costs and other adverse economic factors," delegates pledged their total cooperation with any and all segments of private industry, as well as with the federal, state and local governments and all their appropriate agencies, in the creation and provision of gainful jobs for all unemployed Americans who want to go back to work. They resolved also to advise President Reagan and the 97th Congress that maximum employment and re-employment of all capable men and women of our country remains the first order of business of the present administration and went on record as urging all Americans and their families to buy and use American-made products.

HOBBS ACT: Noting that existing law enforcement systems and statutes, both state and federal, are generally adequate to prosecute criminal activity which may arise during the course of a labor-management dispute, but that employers are attempting to change the law and make any use of actual or threatened force, violence or fear thereof a federal matter with severe criminal penalties, effectively destroying the collective bargaining rights of workers, delegates went on record as opposing any attempt to expand federal criminal jurisdiction into labor-management disputes.

DAVIS-BACON/RELATED STATE LAWS: Urges inclusion of all workers entitled to the benefits afforded by the Davis-Bacon Act and other federal and state laws requiring that fair prevailing wages be paid in the construction of government-financed projects, particularly owner-operators engaged in the construction industry; and resolves that the trade union movement will continue its efforts to maintain the benefits of the Davis-Bacon Act and similar state laws, despite determined efforts by employers to undermine these statutes.

DEREGULATION: Delegates resolved that Teamster representatives will present the evil results of airline and trucking deregulation in the strongest terms that they can and urge the 97th Congress to reconsider the error of the previous Congress and make amends by repealing or drastically altering the ill-starred deregulation measure of 1980. They noted that the bill dismantling the regulated structure of the interstate trucking industry already has produced adverse effects approaching havoc and has resulted in the major loss of jobs by Teamsters and other working men and women, and that airline deregulation, too, had proved disastrous, not only for the industry but for travelers.

UNION-BUSTING: Noting that the ancient art of union-busting is going through a boom period currently, with some employers, such as PPG Industries, Coors, Inc., Kraft-Drat and Frito-Lay, working hand-in-hand with lawyers and labor counselors and using every unfair weapon in their arsenals to shield companies from union organizers, delegates went on record stating that where employers have clearly declared an implacable stand against their Teamster employees, our union "should make available all resources that can reasonably be brought to bear in support of the employees and their locals, and should take action at the national level" to counteract these threats when the circumstances demand.

SPACE AGE PARTICIPATION: With an eye to the future, delegates directed the Teamsters' International headquarters and particularly the Airline Division to prepare a campaign insuring the presence of our union in the organizing of "men and women who are working and will work in the nation's space program of tomorrow. "The development of an appropriate space program . . . is undoubtedly the greatest challenge ever posed in the field of transportation . . . and our expertise in transportation inevitably forecasts a major role for the Teamsters in the opening of space," the forward-looking delegates declared.

FREIGHT INDUSTRY ORGANIZING: Noting that one of the effects of deregulation on the trucking industry has been an increase in independent operators and non-union companies with a corresponding decrease in organized freight drivers, delegates committed the IBT to giving added attention through its organizational program to these inroads into the membership.

POLITICAL ORGANIZING: With employers and their political allies engaged in a campaign to destroy the trade union movement, convention delegates recognized the need of providing adequate funding for effective political organizations such as DRIVE. Delegates, therefore, resolved to urge each Teamster local union to establish a DRIVE program and utilize, to the maximum extent permissible, the use of a voluntary checkoff program for their members. Failing that, they were urged to seek individual voluntary contributions—such funds to be used in federal elections and those states where educational funds are not permitted. Delegates further gave the International Union a mandate to establish a separate educational fund to be used, where permissible, in state and local elections.

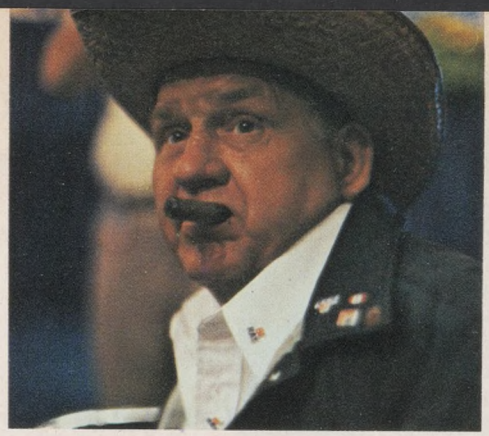
COMMUNITY SERVICES: Recognizing organized labor's traditional commitment to the total welfare of its members and their families, delegates reaffirmed their commitment to support community service work. They resolved also that the union would continue to support the United Way movement and its efforts throughout the country.

NEWS MEDIA ABUSES: One of the hardest hitting and most enthusiastically supported resolutions passed by delegates involved what delegates termed the "willful and irresponsible campaign of vilification of the International Brotherhood of Teamsters, its leaders and its members, over a 25-year period, by major segments of the news media. Delegates, noting the studious way in which the same media segments have ignored justified protests by the Teamsters Union against this treatment, passed a resolution of rebuke to the national news media for "chronic, excess arrogance, abuse of privilege and disregard of truth," and further, served notice on the U.S. news media that the Teamsters, although having total respect for the rights guaranteed under the first amendment to the U.S. Constitution, will "no longer tolerate abuse of those rights by the publishing and perpetrating of untruths and injustice." Delegates directed the Teamsters to take "all legal steps necessary to prevent further irresponsible persecution by any entity or representative of the news media."

INDUSTRIAL TRADES DIVISION: Delegates went on record as supporting the organizing aims and objectives of the year-old Teamster Industrial Trades Division and pledged their full support to the division, so that the IBT can "maintain its position as the most effective and largest trade union in the free world." Delegates noted that the division was created in recognition of the need for Teamster local unions to enter into coordinated organizing drives and, further, in recognition that the bulk of our membership and growth in future years will come from the manufacturing and production sectors of industry.

TERM EXTENSION FOR LOCAL OFFICERS: Teamster delegates, taking note that elected officers of Teamster local unions come into regular contract with many complicated laws and regulations and that knowledge of these laws, regulations and collective bargaining agreements is essential for the protection of the workers they represent, urged the IBT to seek amendment of federal laws to extend the maximum term of office for elected local union officers from the current three-year term provided by law to at least five years in length. Delegates also urged the International Union to reaffirm its own position on this matter.







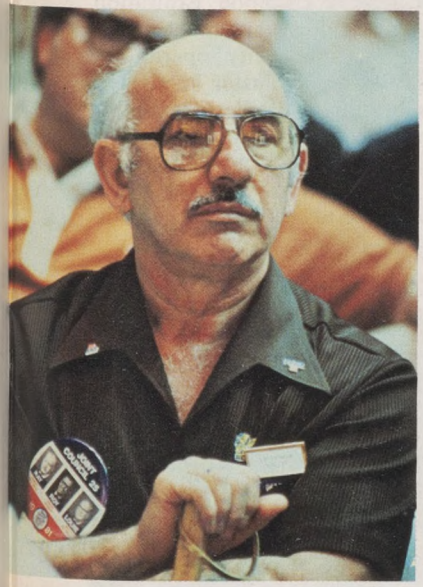






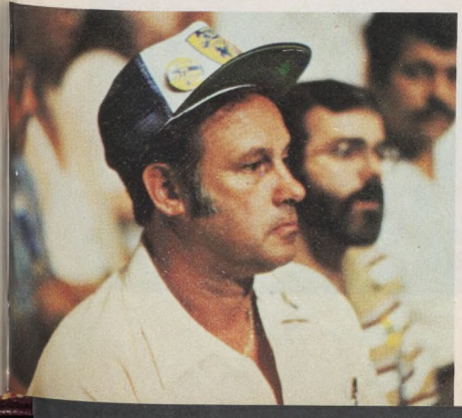
DELEGATES LISTEN TO AND DELIBERATE ON RESOLUTIONS

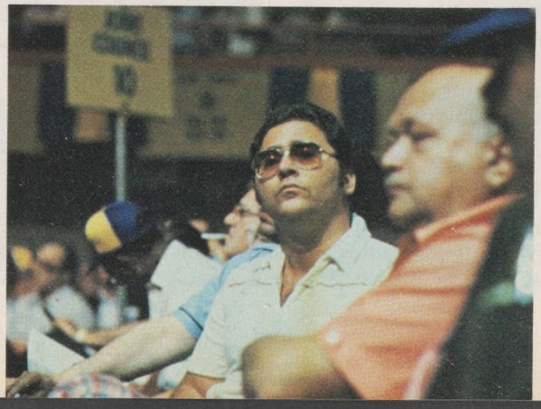












CONVENTION RESOLUTIONS *(Cont.)*

COAL TRANSPORTATION: With coal likely to be one of the prime energy sources in the future, delegates endorsed a three-point National Coal Transportation Policy which will not only help utilities convert their facilities to handle coal, but provide a transportation system for its conveyance as well, in the process saving jobs in existing industries and creating "new jobs in material, construction and supporting industries." Delegates urged the government to 1) provide needed legislative assistance to utilities required to convert to coal; 2) to authorize the construction of coal slurry pipelines, where water is adequate; and 3) to advocate a program to modernize port facilities that will be used to export coal.

SYNTHETIC FUELS: Taking note of the government's announced intent to develop and use synthetic fuels and the need for action on the 61 applications now pending with the U.S. Synthetic Fuels Corporation, Teamster delegates urged the U.S. Synthetic Fuels Corporation and the Congress to "move swiftly in approving applications and providing funds for the construction of synthetic fuel plants" to make synthetic fuels a reality and provide needed jobs for Teamster members.

SAFETY & HEALTH: Teamster delegates, acknowledging the "unassailable" right of every working man and woman to safe and healthful working conditions and the trend afoot today to undermine that right by employers who decry the expense or inconvenience of providing safe and healthful conditions, instructed the union: to demand that "federal and state agencies with safety and health authority carry out their respective statutory duty in good faith;" and "commit itself to take up the challenge to protect the safety and health of its members, whether the forum be legislative, regulatory or judicial." Delegates urged "each and every member of this union" to undertake to educate himself or herself as to the safety and health protections, rights and responsibilities which exist under statute or contract, and their local unions to assist so far as possible in this effort.

COLA FOR RETIREES: Delegates, acknowledging the great contributions retired Teamsters have made to the establishment and success of the union and their increasing difficulty in ekeing out life on "pensions eroded by the current national plague of inflation," resolved unanimously to endorse the principle of a Cost of Living Adjustment Clause (COLA) in all retirement plans, in order that no retired member of the union should have to "face the remainder of his or her life without dignity or security."

TERRITORIAL FRANCHISING (HR-3269): Teamster delegates threw their full support behind proposed congressional legislation, the Brooks Amendment or HR-3269, "which will permit territorial franchising in the beer industry," and urged the International Union to redouble its efforts to gain enactment. Introduction of the legislation to reestablish the integrity of this 40-year-old beer industry practice and allow reasonable territorial franchising agreements between beer producers and their authorized distributors became necessary after a series of court decisions in 1980 overthrew this traditional practice, in the process disrupting the industry and throwing many Teamsters out of their jobs.

SUBVERSIVE GROUPS: Noting the existence today of subversive groups which are the "enemies of democracy, who are tireless in their endeavors to overturn our government, our labor unions, our industry and all other manifestations of a free nation," convention delegates went on record as warning all affiliates, members, "and, in fact. all patriotic Americans, against the lies and false counsel of adherents to any foreign ideology whose true goal is not to help Teamsters but to enslave or destroy them." Delegates did so, after acknowledging that the effectiveness of various U.S. labor unions has at various times been gravely diluted by the subversive efforts of these ideologues and that even now, some unions are engaged in combatting such activity by various groups.

SOCIAL SECURITY: Delegates, noting plans to curtail the benefits offered by Social Security now under consideration that would result in massive suffering for the old, the ill and the needy, took a strong stance in their vigorous opposition to any reduction to benefits. Delegates further resolved that Congress and the Reagan administration be notified of the delegates' action and their opposition to such changes.

COMMUNICATIONS DEREGULATION: Delegates went on record as "vigorously" opposing the deregulation of the international record carrier industry, an act that could occur, should Congress follow through with its announced intent to repeal Section 222 of the Communications Act of 1934. Deregulation of this segment of the industry would allow "colossus monopoly-based corporations entry into the international record carrier industry, followed by the quick takeover of the industry by these giant monopolies, encouraging unsound, predatory and destructive competitive practices, and eventually threatening union contracts covering unionized workers," delegates said in taking their stance.

WELLS FARGO STRIKE: In response to Teamster Local 807 which has been engaged in a protracted refusal-to-bargain situation with the Wells Fargo Company, Teamster delegates enacted a resolution of support for the Teamster local. In it, they also called on the general executive board to combat this company's tactics by providing financial support and staff to mobilize all locals in cities where Wells Fargo operates or where it is under contract with our union; to move immediately with all locals having contracts with the company to seek a common expiration date and a national agreement covering all of its multi-city operations; and to notify all Teamster locals and other subordinate bodies, including pension funds and health and welfare funds of all banks and other customers of the company of this company's anti-union activities and substandard conditions.



RETIRED TEAMSTERS WERE AMONG THE MOST ACTIVE, INTERESTED OF ALL CONVENTION GUESTS

HUNDREDS of Teamster retirees, who sat faithfully in the balcony throughout the four and one-half days of convention, broke into applause when the delegates passed two resolutions having a strong bearing on the economic security of retired workers.

One resolve endorsed the concept of a cost-of-living allowance in all retirement plans; the other opposed any reduction in Social Security benefits that would result in "massive suffering for the old, the ill and the needy."













DELEGATES AMEND CONSTITUTION

THERE was no serious objection on the convention floor when the delegates brought the IBT constitution into economic tune with what has become a pervasive era of inflation on the North American continent.

Responding to Ray Schoessling's warning that the International Union would need more income in the future, the convention raised the per capita tax required of each local union from the present $3.15 per member per month to $3.65, effective January 1, 1982. The per capita will go up another 50 cents on January 1, 1983, and 25 cents more a year later.

A dues increase amendment passed easily as the delegates—at least a third of them serving as chief executive officers of their local unions—agreed to change the constitutional language so that it provides now, as Chairman Williams pointed out to a questioning delegate, "the maximum that you can raise the dues is $2 in any one calendar year."

Out-of-work benefits for Teamsters Union members were increased to $35 a week for the first four weeks and $45 a week for the fifth week "and thereafter." Both figures represented a $10 increase over the old language.

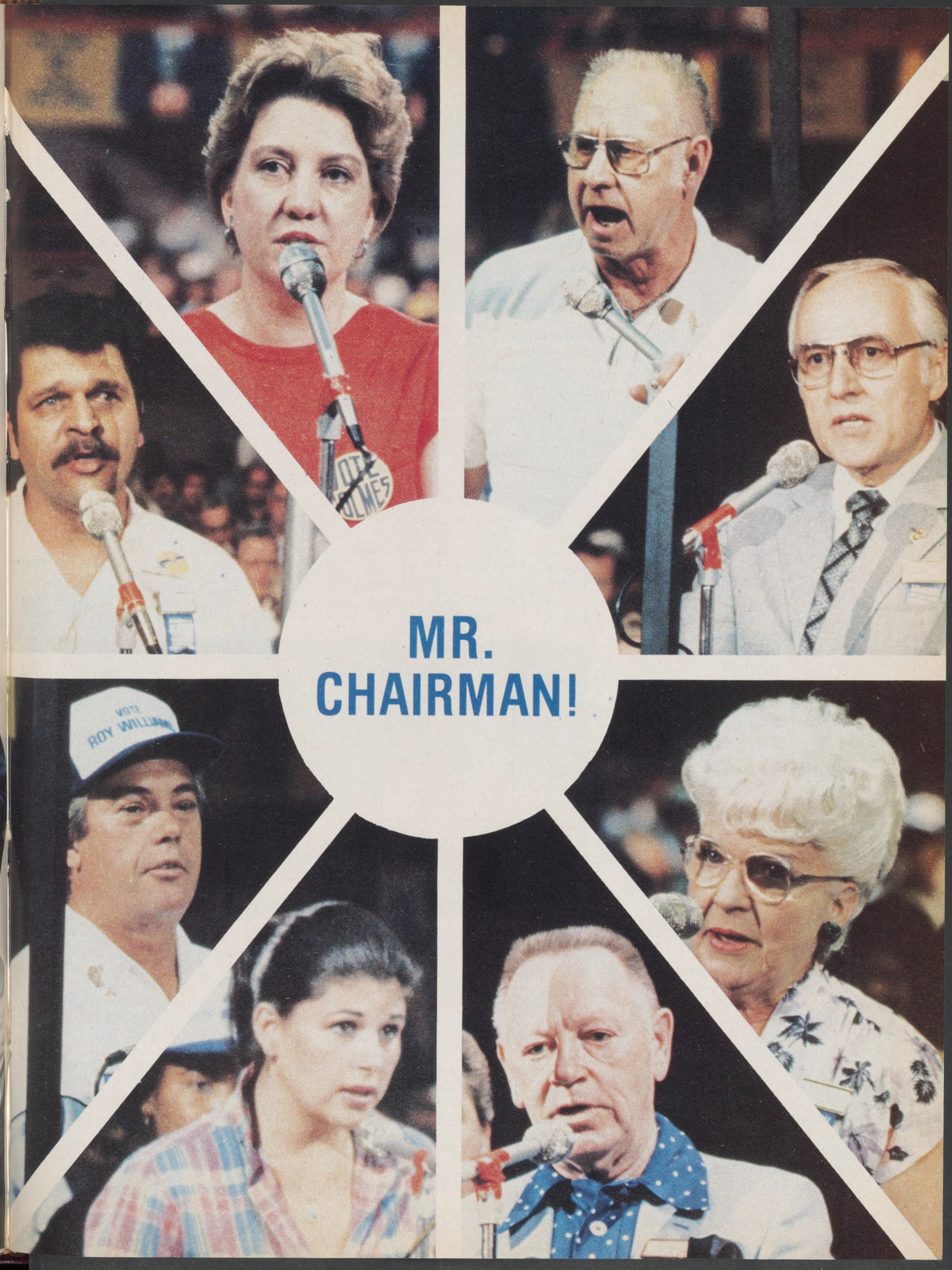
Salaries of all the officers of the International Union were increased without major dissent. The general president, decreed the delegates, shall earn $225,000 a year and the general secretary-treasurer shall get $200,000. The salaries of the International vice presidents and trustees were upped to $55,000 a year.

In addition, the convention gave all International Union officers an annual cost-of-living increase equal to the percentage gain in the Consumer Price Index for the U.S., effective July 1, 1982. Allowances also were improved.

The delegates rearranged the constitutional language regarding succession in case of the loss of the general president, providing that the general secretary-treasurer will assume the responsibility temporarily. The GS-T must convene a general executive board meeting within 15 days for the purpose of "appointing a member of the general executive board"—with the board's approval—who must have been elected at the past convention.

Most other constitutional changes involved dotting the i's and crossing the t's to conform with changes in law since 1976 or to clarify previous wording that had proven to be awkward or ambiguous in practice.




VOTE
HOLMES
VOTE
ROY WILLIAMS
MR.
CHAIRMAN!

HISTADRUT



TEAMSTERS ARE LAUDED FOR THEIR COMMUNITY CONCERN

A shining menorah, "symbol of the people of Israel," was the gift presented to Teamsters when Bernard B. Jacobsen, executive vice president of the National Committee for Labor of Israel, took the podium at the convention.

Calling Teamster leaders Roy Williams and Ray Schoessling forward, Jacobsen noted that on this, the 60th anniversary of Histadrut (the Israeli labor federation), it was a real pleasure to make the presentation to the International Brotherhood of Teamsters.

It comes "with our heartfelt best wishes and congratulations and in recognition of the steadfast and unreserved support which your great International Union has always and consistently made available to the people of Israel in its labor movement," he noted. And "it's in grateful appreciation for decades of moral and material support of Histadrut's health, educational and welfare programs and institutions.

"We ask you to accept it as a symbol of the kinship and fraternity which will always exist between the International Brotherhood of Teamsters and the General Federation of Labor in Israel," he concluded.

SAVINGS BONDS

Three special awards were presented to the Teamsters Union and its officers by Arthur O. Maxwell, national labor representative of the Savings Bond Division of the United States Treasury Department, during an appearance before convention delegates.

Lauding the "staunch, strong support and teamwork of the Teamsters' membership," for the bonds program, Maxwell said the occasion provided the Treasury Department with the opportunity to say "thank you" and to express its grateful appreciation for Teamster efforts.

Maxwell made three presentations to the Teamsters. The first, to be accepted by General President Roy Williams on behalf of the members, was a plaque thanking Teamsters for their participation in the Savings Bond program. "Unfortunately, I had it shipped out here, and thanks to deregulation, it was damaged," Maxwell said, noting that a new one would be forwarded to Williams at Teamster headquarters.



The second award, presented to General Secretary-Treasurer Ray Schoessling, was the Treasury Department Minuteman Award, with which the department thanked him for his help and support to the bonds program over the years.

The last award was presented posthumously to late Teamsters' president, Frank E. Fitzsimmons, "in recognition of his service to the American worker and the country through the Savings Bond program."

"The U.S. Savings Bond Program lost a truly outstanding volunteer with the death of your husband, Frank Fitzsimmons, who served with distinction for years on the National Labor Committee for Savings Bonds," Maxwell read from a letter sent to Mrs. Fitzsimmons by Treasurer of the United States, Bay Buchanan, after Fitz's death.

This award, the pure silver Medal of Merit from the Treasury Department was accepted by General Secretary-Treasurer Ray Schoessling on behalf of Patricia Fitzsimmons.



EASTER SEALS

"Colleen is really a special lady. She knows she's a little different and she also knows the pain that goes with learning how to walk with leg braces that weigh 25 pounds and crutches and a walker."

With those words, Easter Seal Society representative Gloria McDonald introduced the 1981 poster child, Teamster Local 1150 member Jack Finn's daughter Colleen, to convention delegates and added: "Colleen is going to be okay because you are behind her and you're terrific."

The two were there to present the Teamsters with a plaque commending the union for its "continuing generous support of the National Easter Seal Society Telethon and program serving handicapped children and adults. . . ." Accepting on behalf of the Teamsters were General President Roy Williams and General Secretary-Treasurer Ray Schoessling.

McDonald concluded: "The last thing I want to say, and by golly, this is from every Easter Seal Society across the country—we're darn proud to be associated with the Teamsters, and we hope it continues!"

LITTLE CITY

"At this very moment that I am speaking to you, Teamster families throughout our nation are participating in some sort of civic or charitable activity. They are working for their local fraternal organization, or they are marching for cancer. They are canning for muscular dystrophy and leukemia research or they are volunteering for the Easter Seal telethon . . . It is not unusual or surprising that the Teamster family," therefore, "has been in the forefront of our nation's battle against mental retardation."

With those words, Little City Foundation's executive director, Robert Dachman, called Teamster leaders Ray Schoessling and Roy Williams forward, to accept on behalf of members and the executive board a plaque commemorating the union's efforts on behalf of Little City.

This special plaque of appreciation is presented to "thank you for your outstanding efforts in enlightening the public about mental retardation and of the need for Teamster families to support within their communities all efforts to give retarded children a first-class chance at life," Dachman said.



"Your special friendship for the children of Little City throughout these many years has caused growth and expansion that otherwise would not have been possible. . . . You have earned our gratitude and the nation's for your support of this important and noble cause," he concluded.







A RESPITE FROM WORK

THE Ladies Luncheon, hosted for delegates' wives and guests, and an evening of entertainment for delegates, starring Joan Rivers, David Brenner and Donna Fargo, were exciting special events during the week of the Teamster convention.

Musical entertainment throughout the week was provided by the Dave Burton Orchestra.

During the week, General President Roy Williams and General Secretary-Treasurer Ray Schoessling paused to publicly commend convention coordinator Norman Greene for all his efforts over the past weeks and months, all of which made the convention run more smoothly for delegates and guests.





Election Day

Challenge to Roy & Ray Was No Contest

THURSDAY, June 4, 1981 was Election Day at the Teamsters convention, and credentialed delegates filed into the hall early. Armed with banners, badges, hats, noisemakers, buttons, frisbees and balloons, they planned to do the job with their traditional big bang.

Excitement rose as Reading Clerk Paul Steinberg read the procedures governing the nomination and election process and Vice President George Mock rose to take over the chair and call for candidates for the office of General President.

The process began as Teamster Vice President Jackie Presser approached a delegates' mike and entered into nominations the name of Roy Williams for general president, calling Williams "a man destined to become the progressive labor leader of the '80s."

After several seconding speeches, Delegate Doug Allen of Local 208 rose to nominate another candidate—Peter Camarata of Detroit Local 299, a motion which also was seconded by several delegates.

Resuming the chairmanship at the podium, Williams called for nominations for the office of General Secretary-Treasurer.

Brother Peter Thomas from Local 744 was first to rise to enter into candidacy the name of the incumbent, Ray Schoessling, calling him a person "who has dedicated his entire life to the trade union movement," again with several seconding motions.

Teamster Gordon Wood of Local 213 rose next to nominate fellow Canadian Jack C. Vlahovic of Local 213 for the post.

Delegates then nominated candidates for the three trustee posts, the other three union posts subject to a roll call vote, with no opposition arising to the candidacies of the three incumbents, Frank J. Matula from Los Angeles, Jesse L. Carr from Alaska and Theodore R. Cozza from Pittsburgh, Pa.

Then, as mandated by the IBT constitution in the case of contested elections for the top Teamster posts, delegates settled in for the long name-by-name roll call vote.

Reading Clerk John Greeley began with Local 2 of Butte, Montana, calling Teamster Jack Cutler to the mike.

The responses came rapidly and with a monotonous cadence. "I vote for Roy Williams and Ray Schoessling . . . Roy and Ray all the way . . . I'm riding with Roy and Ray . . . Williams and Schoessling . . I cast my ballot for Roy Williams and Ray Schoessling," delegate after delegate proclaimed as the balloting proceeded.

After more than an hour, the challengers rose to Mike 9 at the conclusion of the polling of the Local 118 contingent. The climactic moment came as the mike switched on and Candidate Jack Vlahovic announced that, in the face of the overwhelming wishes of the delegates, he was conceding defeat. Moments later his running mate, Peter Camarata, conceded defeat himself.

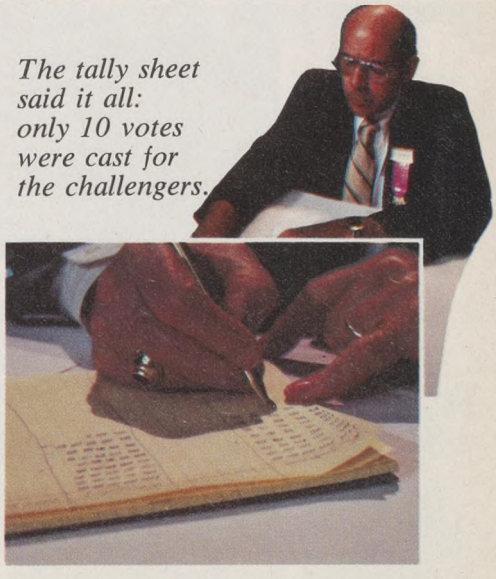
With the decision, there erupted an ebullent and raucous explosion of support for the victorious Williams-Schoessling slate.

To thwart any possible suggestion that delegates had not been able to fairly voice their choices for their candidates, the chair during the day's balloting gave all candidates and their supporters a chance to get on the record in support of any candidate running for the two posts, those of General President and General Secretary-Treasurer. In the end, only 10 voiced support for the challengers' slate.

Following this came election of the three trustees and nominations and elections of the 16 International vice presidents.

As each candidate was nominated and seconded, delegates expressed their approval with tumultuous, rollicking, placard-waving exuberance. Two vice presidents—Joseph Morgan and Weldon Mathis—even had a Dixieland-style jazz band to add a little razzle-dazzle to the nominating demonstrations.

When it was over, each incumbent, including newcomer to the board Donald Peters, had been elected to the post currently held. All in all, it had been quite a day for delegates and officers alike.



The tally sheet said it all: only 10 votes were cast for the challengers.

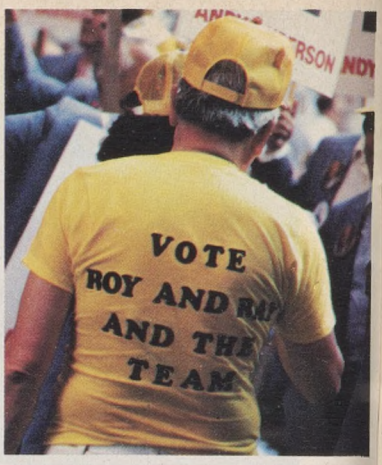
Election Day Excitement





ROY WILLIAMS

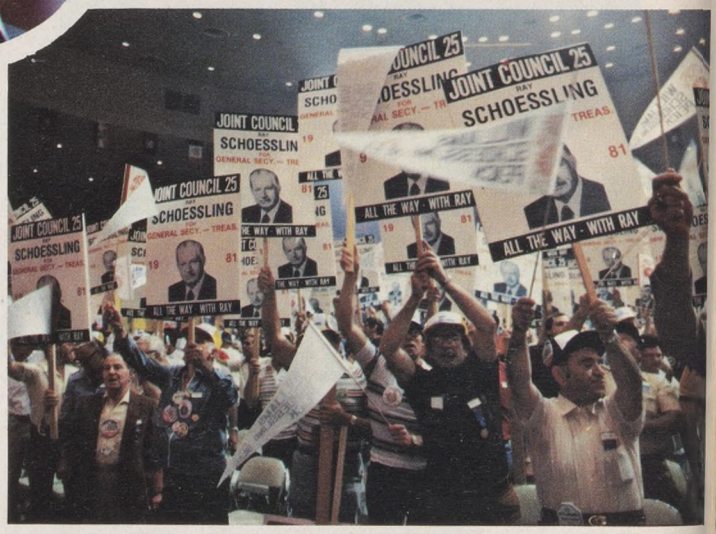






RAY SCHOESSLING









1ST VP GEORGE MOCK



3RD VP JOSEPH TREROTOLA



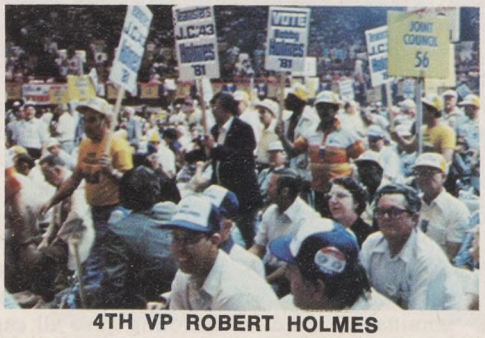




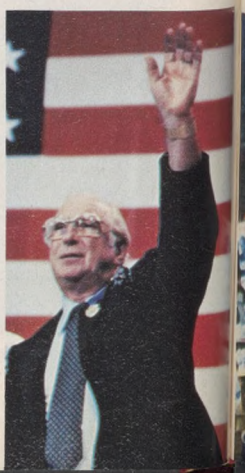


HAROLD GIBBONS
2ND VP





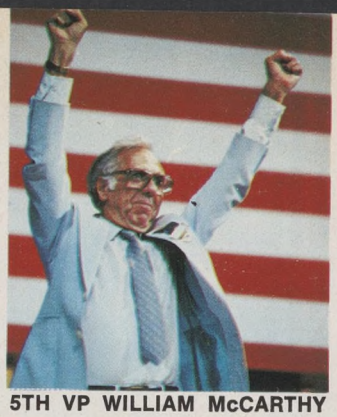
4TH VP ROBERT HOLMES











5TH VP WILLIAM McCARTHY



8TH VP EDWARD LAWSON









6TH VP SAM PROVENZANO







9TH VP WELDON MATHIS







7TH VP JOSEPH MORGAN





10TH VP ARNIE WEINMEISTER





Election Day Excitement





11TH VP M. E. ANDERSON











13TH VP JOHN H. CLEVELAND



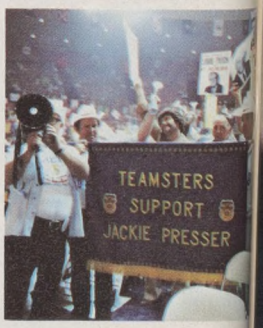




12TH VP
LOUIS F. PEICK







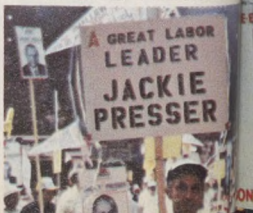




14TH VP
JACKIE PRESSER











15TH VP MAURICE R. SCHURR



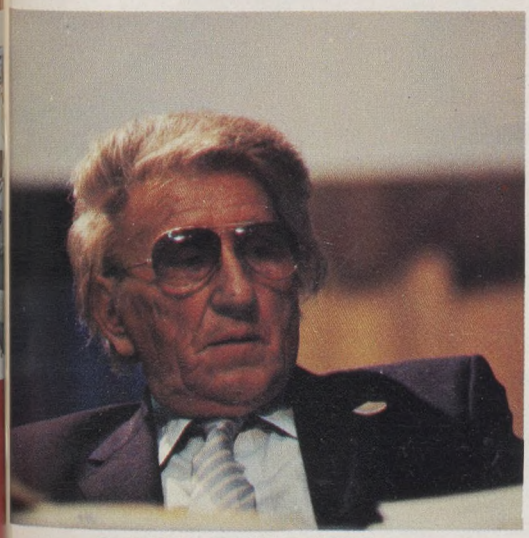




16TH VP DONALD PETERS







TRUSTEE FRANK J. MATULA, JR.





TRUSTEE T. R. COZZA

TRUSTEE JESSE L. CARR







WILLIAMS TAKES ACTION IN WELLS FARGO STRIKE

ONE of the first actions taken by General President Roy L. Williams upon his election was to confront a trade union problem facing the Teamsters Union.

The new general president assigned an International vice president to take charge of a campaign to win a strike involving Teamster Local 807 of Long Island City, N.Y., against Wells Fargo Company.

The decision was made on the final morning of the 22nd convention at Las Vegas, Nev., in time for the delegates to unanimously pass a resolution on the strike.

It was noted in the resolution that Wells Fargo, which operates in many major cities where Teamster affiliates have contracts with the company, had refused to continue bargaining with Local 807 more than a year ago.

Further, since no one local union had the resources to meet the corporation's challenge, and whereas a failure to win the strike could give other employers "ideas that the Teamsters can be defeated"—it was resolved that the convention go on record endorsing Local 807's walkout against Wells Fargo.

The resolution further asked the IBT general executive board to support the strike in a manner to encourage a situation where all Teamster affiliates having contracts with Wells Fargo would seek a common expiration date on their contracts, in effect, going for a national agreement.

Williams assigned Harold Gibbons, longtime IBT vice president, to tackle the task. For that reason, Gibbons addressed the delegates on the subject of the resolution, declaring:

"I can't think of a better place to try and stop the efforts of employers to break our union in unit after unit than right here in the 807 strike in New York with the Wells Fargo Company."

Gibbons pointed to the history of the walkout which showed the Local 807 Teamsters walked off the job when they could not agree with reduction in contract benefits demanded by the company.

The year-long strike has been a serious drain upon Local 807. Members working for other armored car companies in New York assessed themselves to help finance the Wells Fargo strikers.

Gibbons said: "Locals across America with contracts in other companies in the same field can expect to have the same kind of treatment if Wells Fargo can get away with it in New York."

Gibbons added that it always seems that during periods of high unemployment, as the nation is going through now, "employers grow muscles where they never had them before."

He cited several other companies that employ thousands of Teamsters and have quietly adopted policies aimed at getting rid of unionism.

It was Gibbons' contention that employers will continue such strategy "unless we can do something to mobilize our strength and see to it that these actions have got to stop."



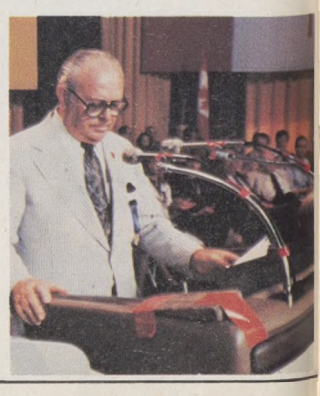


Deafening noise accompanied the nominations (above) while a parliamentarian was on hand to settle disputes (below).

MORE CONVINT ACTIO

UNRESTRAINED JOY

First Vice President George Mock conducted the nominating process for the office of General President, and in this series of action shots can be seen jubilantly embracing candidate Roy Williams after delegates overwhelmingly endorsed his candidacy for General President.





Vice President Weldon Mathis (top right) handled reading changes on the constitution. Honored guests at the 22nd convention included former VP Einar Mohn, former General Secretary-Treasurer Murray W. Miller and former President David Beck.





The 22nd convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America was held at the convention center in Las Vegas, Nev., June 1-5, 1981.

There were 2,221 delegates, 445 alternates and 4,436 guests registered for a total of 7,102 people.

Invocations were given on succeeding days by: Rt. Rev. Monsignor W. Joyce Russell of Silver Spring, Md.; Rev. Patrick J. Fenton of Cleveland, Ohio; Rabbi Kalman Appel of Las Vegas, Nev.; Ernest Hines of Local 822 in Norfolk, Va., and Rev. Charles Bolser of Las Vegas, Nev.

Official reading clerks for the convention were: John J. Greeley, general organizer, IBT; Sam E. Smith of Local 795 in Wichita, Kan.; Paul Steinberg of the Central Conference of Teamsters, and Peter Wilson of Local 464 in Vancouver, B.C., Canada.

Presentation of colors was made by the Teamsters Neer-Goudie Post No. 846 of the American Legion.

The marching band was from the Bishop Gorman High School in Las Vegas, Nev.

IBT OFFICERS ARE SWORN IN BY MOHN; PLEDGE TO SERVE DELEGATES WHO ELECTED THEM





AS CONVENTION WINDS DOWN, TEAMSTER LEADERS URGE DELEGATES TO RETURN HOME RENEWED AND DEDICATED





THE 22nd convention of the International Brotherhood of Teamsters had opened with the thrilling flourish of a marching band, presentation of the U.S. and Canadian flags, singing of the national anthems, and the happy murmur of 2,221 expectant delegates.

The convention wound down wearily to the final morning when perhaps a third of the delegates were absent because of airline reservation commitments; everyone had expected the convention to go only four days. The closing business was that of appeals and grievances.

General President Williams, his voice weak from over-use, asked General Secretary-Treasurer Schoessling to serve as temporary chairman and complete the session. In final remarks, Schoessling turned toward the general president and said:

"Roy, I know that every delegate, every alternate and every observer of these proceedings joins with me in congratulating you. We have had many great convention chairmen, but we never had a better one than you."

Schoessling's reference obviously applauded the fact that the chairman kept the agenda moving, held disputes to a reasonable loss of time even while permitting all delegates to have their say, and issued—as many delegates described for the record—fair decisions where there was doubt on some matter.

Overall, it was one of the shortest Teamster conventions on record in terms of the clock. Actual time in session, commencing with the Fitzsimmons memorial service and ending with the last word at 11:57 a.m., on the fifth day, June 5th, was 20 hours and 52 minutes.

New York Delegate Sums Up Convention

(The following language is excerpted from the 5th day proceedings of the IBT convention.)

Delegate Joseph Konowe, Local 210: Mr. Chairman, delegates to the convention, members of the general executive board: I feel that I would be remiss if I did not rise on this point of personal privilege to address the delegates for about 60 seconds.

This convention has been for the past week in the eyes of the entire world. The media has not neglected one iota of the proceedings that took place here, unfortunately concentrating mostly on the areas of dissent rather than the areas of agreement.

I think that every delegate, no matter what his political persuasion, will agree with me that President Williams extended to every single one of us the maximum of democracy in the handling of this convention.

I rise to ask those delegates who dissented from the general opinion, and those who agreed with the policies of this International Union, to take into consideration that the outside world is not the friend of the Teamsters. The outside world has never built the IBT. If we are going to carry out the mandate of this convention, it will be incumbent upon every single one of us to walk out of this hall in the spirit of brotherhood and unity and dedicated to the proposition that the only friend of the working man is the trade union movement and the International Brotherhood of Teamsters which we so proudly represent. (Applause)

I know it would be foolhardy to ask us to leave in a spirit of love. That's asking too much, and love is rather sacred. But I do think this, and every one of us knows this, if we don't hang together we will hang separately, and we don't intend to hang at all.

Let's go home, work for the cause, and be satisfied with the things that we have done here.

CONVENTION COMMITTEES 1981

At any convention, large or small, a lot of behind-the-scenes work must take place before the delegates ever arrive.

Doing the mammoth job of preparing for the 22nd Teamsters Union convention were eight committees established to handle the work.

Largely unseen by the delegates and unlauded for their efforts, the Teamsters who were on each committee labored in the days and weeks before the convention convened so that delegates could file into the convention center, take their seats, and proceed to accomplish the business of enacting resolutions, amending the constitution, electing officers and undertaking other business in a quick and orderly fashion.

For their tireless efforts in making the 22nd convention this union's best ever, each committee and its members have the thanks of the International Union and their brother and sister Teamsters.

APPEALS & GRIEVANCES



Harold J. O'Brien
Local 734
Chicago, Ill.



George Flannery
Local 706
Chicago, Ill.

CO-CHAIRMEN



Umberto Cruz
Local 59
New Bedford, Ma.



Clara Day
Local 743
Chicago, Ill.



Chuck Mack
Local 70
Oakland, Calif.



Charles T. Madden
Local 544
Minneapolis, Minn.

ARRANGEMENTS

CHAIRMAN

Ray Schoessling
GST-IBT

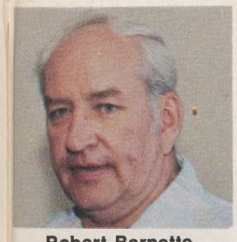
MEMBERS

Joseph Bernstein
Local 781
Chicago, Ill.

Norman Greene
CCT



MEMBERS



Robert Barnette
Local 406
Grand Rapids, Mich.



Joseph Bernstein
Local 781
Chicago, Ill.



Elijah Buffington
Local 743
Chicago, Ill.



Frank Carracino
Local 575
Vauxhall, N.J.



Gerard Corallo
Local 239
Little Neck, N.Y.



Patsy Crapanzano
Local 27
New York, N.Y.



Howard G. Fortier
Local 974
Minneapolis, Minn.



M. L. Griswold
Local 2707
Los Angeles, Calif.



Richard Hammond
Local 988
Houston, Tex.



William D. Joyce
Local 710
Chicago, Ill.



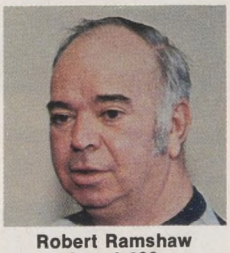
Mitchel Ledet
Local 270
New Orleans, La.



Dave Levinger
Local 812
Scarsdale, N.Y.



Ernest Moyer
Local 118
Rochester, N.Y.



Robert Ramshaw
Local 600
St. Louis, Mo.



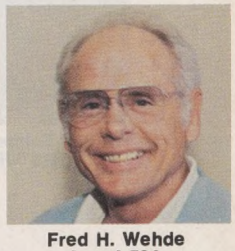
Maurice Schurr
VP-IBT



Lawrence Sullivan
Local 455
Dixon, Ill.



Karl H. Ullman
Local 495
Los Angeles, Calif.



Fred H. Wehde
Local 524
Yakima, Wa.



Joseph W. Morgan
VP-IBT

William McCarthy
VP-IBT

Salvatore Provenzano
VP-IBT

Walter J. Shea
Exec. Asst. to GP-IBT

Richard S. Thomas
Local 995
Las Vegas, Nev.

CONSTITUTION



CO-CHAIRMEN



Roy L. Williams
GP-IBT



Ray Schoessling
GST-IBT

MEMBERS



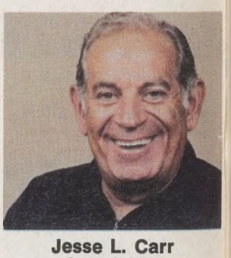
Bernard Adelstein
Local 813
New York, N.Y.



M. E. Anderson
VP-IBT



Jack Brand
Local 7
Kalamazoo, Mich.



Jesse L. Carr
Local 959
Anchorage, Alaska



Harold J. Gibbons
VP-IBT



Charles Haddock
Local 745
Dallas, Tx.



Robert Holmes
VP-IBT



James Jesinski
Local 200
Milwaukee, Wis.



Weldon L. Mathis
VP-IBT



George Mock
VP-IBT



Joseph Morgan
VP-IBT



William J. McCarthy
VP-IBT



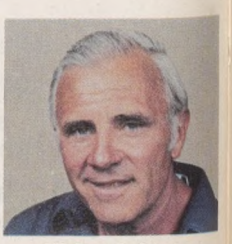
Salvatore Provenzano
VP-IBT



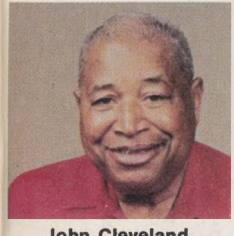
George Rohrer
GO-IBT



Maurice R. Schurr
VP-IBT



Walter J. Shea
Exec. Asst. to GP-IBT



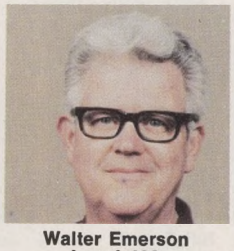
John Cleveland
VP-IBT



C. Robert Coy
Joint Council 43
Detroit, Mich.



Theodore R. Cozza
GO-IBT



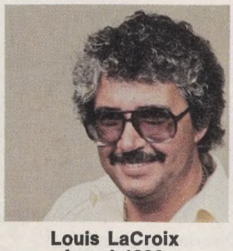
Walter Emerson
Local 469
Perth Amboy, N.J.



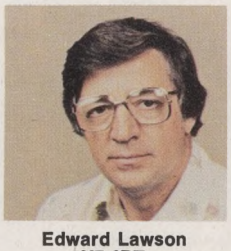
Barry Feinstein
Local 237
New York, N.Y.



Joseph Konowe
Local 210
New York, N.Y.



Louis LaCroix
Local 1999
Montreal, Quebec, Can.



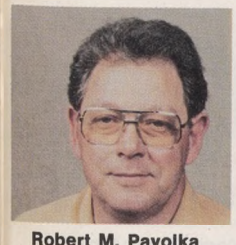
Edward Lawson
VP-IBT



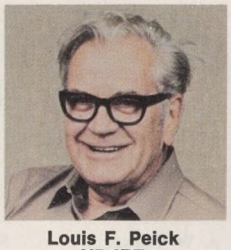
Thomas Malloy
Local 281
Portland, Ore.



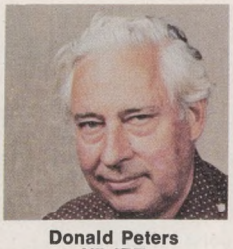
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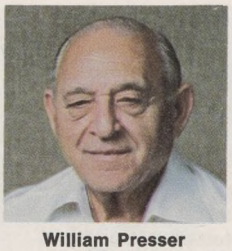
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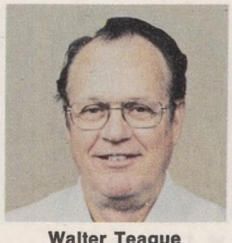
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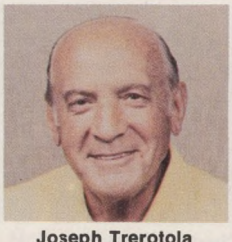
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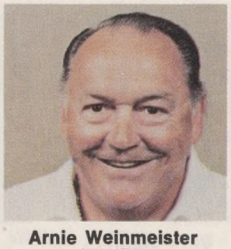
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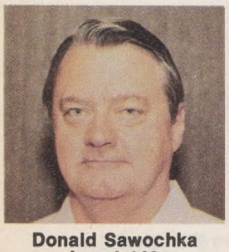
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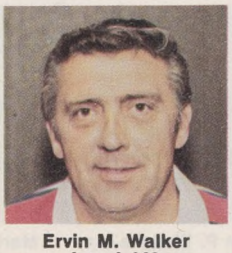
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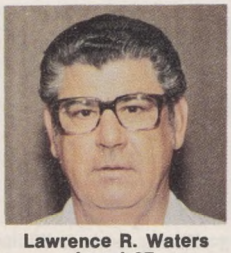
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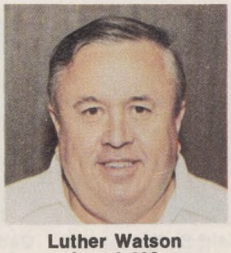
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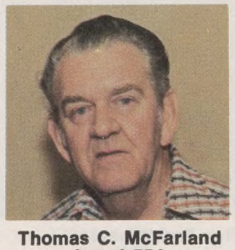
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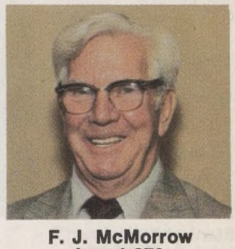
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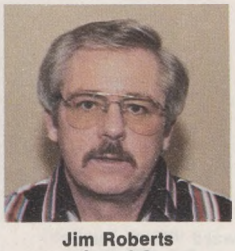
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Boston, Mass.



John Navigato
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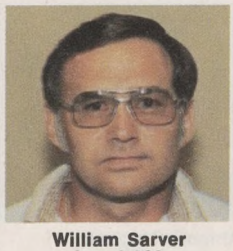
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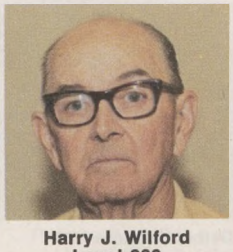
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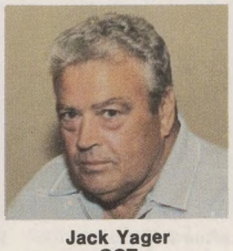
Lee Via
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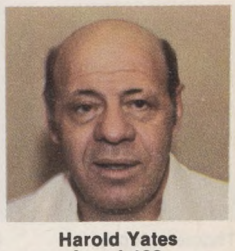
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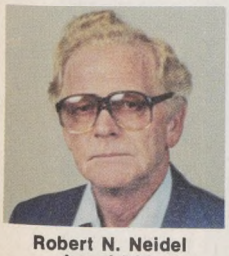
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'A PAUSE TO REFLECT'



As Convention Winds to Close, Secretary-Treasurer Schoessling Exhorts Delegates to Keep Striving

". . . A pause is necessary while we reflect upon the challenges we fashioned for ourselves. That is what a Teamster convention is all about. In the short period of less than a week we set new sights. We lifted up our eyes to new horizons, new levels of achievements for the membership during the next five years, and you have not trembled before the task.

"You have reworked our constitution to make it both timely and adequate for membership needs. You have assured that the International Union will be financially able to serve its affiliates more than adequately. You have chosen a new General President, a man with the vision, the background and the experience to position the union to best deal with its adversaries and its friends.

". . . Congratulations to you in your exercise of the democratic process to attend to the business of this convention.

". . . It might be that while we have had some terrific debates—and no one can deny that—maybe it's been good in a way that we had this opposition, because this convention has been subject to, prior to its coming here, all sorts of press releases, trying to upset and to get this convention off in some area that would have us all disturbed and fighting with each other. But we have outdone them. We have come in here and we have resolved our differences by the statements that have been made here. We walk out of here an International Union second to none, ready to do battle with anyone who wants to take us on."

Ray Schoessling,
General Secretary-Treasurer,
in concluding remarks to delegates




THEROTOL
ELECT MORGAN
JOINT COUNCIL 26
JOINT COUNCIL 53
JOINT COUNCIL 13
JOINT COUNCIL 84
WILLIAMS

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
August 1981





MESSAGE FROM GENERAL PRESIDENT ROY L. WILLIAMS

RECENTLY I called the IBT general organizers to the Washington headquarters to discuss many areas of organizing and to talk about getting back to basics.

Organizing is a lost art in labor today. I intend to do everything in my power to revive it.

We need to organize the unorganized in every area and at every level we can. This is basic to the collective bargaining process in American trade unionism.

And let me assure everyone that Teamsters will be in the forefront in many new organizing attempts. In the coming months we hope to mount organizing campaigns in several areas.

We need a constant exchange of ideas, with special tools for each organizing target. We can't sit back and wait for workers to come knocking on our door. We know we have a great product in Teamster membership. And the time has come to get moving.

The economy is right for organizing. There isn't any area we should not pursue from the trucking industry to the public sector, within the Airline Division and the IBT's new Industrial Division, virtually in every field.

Our implementation will be coordinated through the five Conference directors, the joint councils and the local unions. We need now to tighten our reins, and through a coordinated effort from IBT headquarters to the conferences we can implement actual programs.

About twenty years ago I served as a Teamster general organizer myself. I know it is a tough job, but one that can be rewarding, not only to one's self, but to our great union and the labor movement.

We will continue to devote our energies and resources towards organizing for four basic reasons that we need always to bear in mind—1) to protect the union wages and working conditions of our members; 2) to protect our hard won gains and maintain an effective voice in our government; 3) only one-fifth of the American work force is presently organized; 4) and perhaps most important, we must organize because of the social and humanitarian obligations imposed on this union to aid the needy and forgotten.

Through a concentrated organizing effort, Teamsters can continue to enjoy a better way of life. And we must work hard to bring to others the benefits we and our families now enjoy.

And in this effort, I am happy to report I have the full support of our general organizers. As General President, I will lend my time and my efforts towards any organizing success. And, as I told the organizers from every area of the country, I will be no further away than the telephone in this effort.

I feel strongly that organizing represents the lifeblood of our union. It is the single most important activity conducted within the labor movement in America.

Fraternally,

Roy L. Williams

Roy L. Williams
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Teamster
DEDICATED TO SERVICE

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Editorial material should be addressed to:
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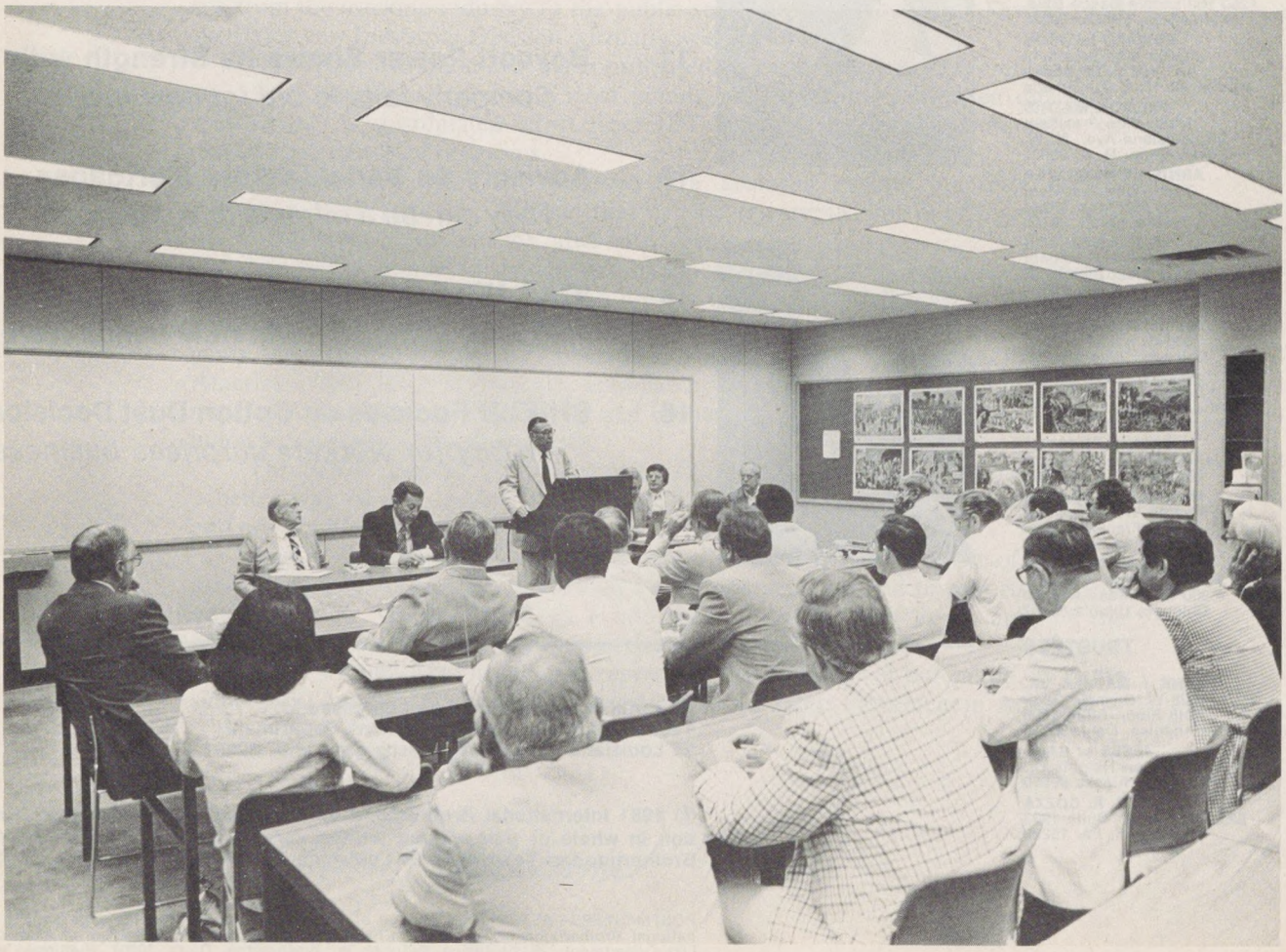
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IBT ORGANIZERS GET THE WORD

ORGANIZING





IS '80s' TOP PRIORITY



IN ONE of his first major meetings following his election at the International Convention, General President Roy Williams invited 40 IBT general organizers to Washington headquarters to hear their specific problems and to discuss plans for future organizing campaigns.

"Organizing is a lost art in the labor movement today," he told those attending the June 26 meeting, "and we in the Teamsters intend to do something about that."

"We need to get back to the basics of organizing. That is what collective bargaining and trade unionism are all about in this country," the general president stated in his opening remarks. Saying that this was the first of such organizing sessions to exchange ideas, Williams indicated that there would be more such meetings in the future, and he outlined an organizing implementation program that would be keyed to the five Conference directors who will coordinate all organizing activities through the IBT with all joint councils and local unions.

Williams was joined on the platform by Joseph Trerotola, Eastern Conference director; Edward Lawson, Canadian Conference director; George French, representing Andy Anderson, Western Conference director; Don Gillette, representing Joseph Morgan, Southern Conference director; and Walter Shea, the general president's executive assistant.

Williams asked each of the representatives from the five conferences to highlight problem areas and to address the organizers on specifics important to a unified organizing effort.

In his remarks, Trerotola pointed out that if we are going to organize more, we're going to have to stick together. "Conferences are going to have to help each other," he said, "in every region of the country. If one has a problem, we all do." He further stated that it is important that we keep the strength in numbers we already have, and that we coordinate our organizing efforts.

Describing how conglomerates today are getting stronger, and labor in general seems to be getting weaker, Trerotola concluded that organizing in the 1980s is one of the toughest jobs around. But he pointed out that when you have the greatest labor union in the country, you've got the best product to sell, and consequently there should be a lot of fertile territory for new organizing attempts.

Canadian Director Lawson concurred, stating: "We have the opportunity to be on top and stay on top." Referring to Canada, with just under 100,000 members, he pointed out that his conference has shown growth and there are many new projects just over the border, ready for organizing.

"The machinery of organizing will work," Lawson concluded, "but the discipline must be there to back it up. This is a program of joint cooperation with all conferences."

Don Gillette echoed this theme, stating that we need to start to organize as one. So did George French, who stated: "Let's get back to basics, as a team, and if we need help in organizing, we should coordinate it through our Conference directors."

Also speaking on behalf of the IBT, Walter Shea continued the theme of the meeting, stating: "We need to bring organizing back into the mainstream of the union. It is paramount. And we could do it in a more effective fashion than we have in the past."

Following a question-and-answer session, General President Williams concluded the meeting by telling the organizers that it is time to take a look at the full organizing picture. He promised that if anyone has a problem he, as general president, would be only a telephone call away.

Finally, he said, as a former organizer himself, he was more than familiar with the problems they face, but "if we don't presently have the resources it takes to make organizing successful, we will make more available."

CONGRESS CONVENES OVERSIGHT HEARINGS ON MOTOR CARRIER ACT OF 1980

STRONG TEAMSTER TESTIMONY DOCUMENTS ITS DEVASTATING EFFECTS

REPRESENTATIVES of the Teamsters Union, following a mandate given them by delegates to the recent Teamsters Union 22nd International Convention, marched up Capitol Hill twice in recent weeks to testify before separate congressional committees assigned to study the impact of deregulation after one year.

Union representatives, there to talk about deregulation's disastrous repercussions on the livelihoods of Teamster members and the viability of the companies that employ them, knew well the mood of the membership.

They had listened well as delegates rose to floor mikes at the convention to decry the dilemma now facing everyone associated with the trucking industry. They had heard the anguish being expressed as delegates unanimously voted for a resolution which, in the most stringent of terms, demanded that Teamster officers do everything possible to convey to Congress the true picture of the incredible wreckage that has been wrought by the ill-conceived legislation.

Teamsters' Safety and Health Director R. V. Durham conveyed those same messages to legislators. "We estimate that almost 100,000 of our members have been laid off or have seen their jobs disappear altogether," Durham said. He then described in chilling detail how deregulation had affected Teamsters and the industry in which they work.

Durham spoke first in early June before the House Committee on Public Works and Transportation. He delivered essentially the same hard-hitting remarks a week later in testimony before the Senate Committee on Commerce, Science and Transportation. Both committees were holding oversight hearings on the effects of the Motor Carrier Act of 1980, enacted into law a year ago.

The Teamsters' spokesman, representing the union and General President Roy L. Williams, pointed out that currently more than 20 percent of the union's trucking industry members are out of work. These severe job losses and disruptions in the trucking industry can be blamed directly on the deregulatory moves taken last year, he told both committees.

He was able to assess the havoc, both in terms of his role as an officer of Teamster Local 391 in Greensboro, N.C., and representative of Teamsters there, and as safety and health director of the International Union, in which capacity he has heard of countless instances of unsafe conditions and carrier bankruptcies that are arising as the largely non-union newcomers hit the highways, thanks to eased ICC rules.

Durham urged the legislators to move to correct some of the inequities created by provisions of the Motor Carrier Act of 1980. He urged them to protect the trucking industry and its workers from continued upheaval by requiring the ICC to follow the mandates of the law and Congress's intent, rather than its own desires, and by moving to protect workers displaced from their jobs by enacting protective legislation.

He substantiated the unemployment figures cited by presenting committee members with copies of a recent study undertaken by the union—a survey of working conditions in 32 representative Teamster local unions covered under the Teamster National Master Freight Agreement and the Chicago Trucking Agreement.



Attending the House and Senate hearings on the Motor Carrier Act of 1980 were, from left: IBT Chief Economist Norman Weintraub, IBT Safety & Health Director R. V. Durham, and the Teamsters' assisting counsel on deregulation matters, Keith O'Brien of the law firm of Wheeler and Wheeler. Durham presented the union's verbal testimony on behalf of General President Roy Williams.

It was that study that determined that more than 20 percent of our members in the trucking industry had been placed on layoff or lost their jobs since deregulation took effect.

Speaking of his own Local 391, which participated in the survey, Durham noted that "our greatest concern is the severity of job losses and the disruption which has occurred in the trucking industry within the past several months.

"Almost 19 percent of my members have lost their jobs or have been laid off," Durham reported about his local, based largely in the Greensboro/ Winston-Salem, North Carolina areas of the south. "Some of these layoffs are attributable to the recession but the general unemployment at present is 7.5 percent or 12.5 percent lower than in the trucking industry," he pointed out to the legislators.

"Two large carriers serving the area in which my local union is located—Wilson Motor Freight and Johnson Motor Lines—closed their doors," he added. "In my own local, these failures resulted in a loss of service to the public and a loss of 130 jobs which had been filled by members of my local. Many other jobs were lost in other areas which were served by those carriers."

And, as demonstrated by the comprehensive survey undertaken by the Teamsters, "the experience of my local has been shared by other locals all across the country."

While Durham detailed the impact of deregulation particularly as it has affected members of his Greensboro, N.C. Teamster local, a longer statement submitted for the record by the union described in detail the impact deregulation has had across-the-board since its enactment.

That statement pointed out that the union had worked "diligently with the Congress in an effort to achieve balanced legislation which would not result in wholesale disruption within the motor carrier industry," and had received assurances from Congress that such would not be the case. The union noted that Congress had, in fact, promised to monitor the ICC to see that it did not exceed the powers vested in it by the Act and would seek to minimize any disruption within the transportation system.

Neither has been the case, as Teamster testimony showed.

"These optimistic projections, based on the admonitions to the Commission, have been replaced by the stark reality of serious disruption in the industry and severe loss of jobs," the union statement noted.

"The plain truth of the matter is that the Interstate Commerce Commission has proceeded, over the past several months, to aggressively advance administrative deregulation. The balancing factors which were so carefully incorporated in the new law have been ignored. The result is a mad scramble for survival, erosion of rates, deterioration of service and widespread unemployment.

"Since August of 1980," the Teamsters' statement added, "416 motor carriers which employed members of our union . . . have gone out of business. Under current Commission policy, knowledgeable economists are projecting a shakeout which will leave seven or eight large LTL carriers and an annual mortality rate of 25-33% among the smaller carriers. All this

(Continued on next page)

DEREGULATION was a major topic during the recent Teamsters Union convention and the subject of General President Roy L. Williams' keynote address to delegates.

"All you have to do is be from Indiana, Pennsylvania or Ohio, and you will understand that the losing of jobs over the past year since the deregulation has certainly taken away our livelihood," he pointed out.

Singling out just a few provisions of the deregulation legislation—those affecting open entry, insurance requirements and ratemaking procedures—Williams offered delegates a scenario that emphasized how unfair the new provisions are proving in practice.

"If you can pass a little credit reference rather than having $750,000 worth of insurance," you're "able to buy your equipment," Williams noted. All you have to do then is go to a company and tell them, "Hey, me and my brother or my sister have two trucks," and you are paying a dollar and a half a hundred to haul your freight. They can reduce that rate by 10 percent without any approval of anybody and they move in and haul your freight. Now when they do that, in order for you to get it back, you've got to cut the rate some more.

As a result, nobody can live under these set of circumstances, he pointed out to delegates, who were all too familiar with this devastating chain of events, which is occurring daily throughout the industry.

"We certainly are going to do everything we can to bring this thing under control and do everything we can to get the work back to the Teamster brothers and sisters throughout this country that has been eroded by somebody else," he pledged.

THE SURVEY on which the union based its unemployment projections was one conducted by IBT Chief Economist Norman Weintraub, in which he surveyed 32 representative Teamster local unions, which operate under the National Master Freight Agreement and the Chicago Trucking Agreements.

Locals were polled in April, 1981, and were asked to report on workers in key job classifications, including over-the-road drivers, pickup and delivery drivers and terminal workers. (Owner-drivers, and drivers and owner-drivers working under the iron and steel and special commodity riders to the NMFA were excluded, as were office personnel.) The 32 locals polled were representative of the more than two hundred affiliated local unions with membership covered by these agreements.

The survey found that in April, 1981, more than 88,076 drivers and dock workers covered by these agreements were on the seniority lists of the 32 reporting local unions, of which 19,578 or 22.23% were on layoff.

By conference this broke down to:

Central: 25.07%
Eastern: 19.78%
Southern: 23.48%
Western: 15.39%

By statistical analysis and extension of the analysis to the specialized sectors of the motor carrier industry under other Teamster agreements, including automobile transporting, tank, bulk, cement, steel, building materials, etc., Weintraub determined that there were approximately 500,000 people employed in the trucking industry in 1979. Using a layoff rate estimate of 18.16% to 23.56% derived from the earlier study, he estimated that between 90,800 and 117,800 Teamsters Union trucking industry workers were on layoff status industry-wide during the month surveyed.

Because of industry conditions and other factors involved, the IBT Economics Department noted that the layoff rate projected is "very conservative." So conditions may be worse than even the Teamsters think.

DEREGULATION (*Continued*)

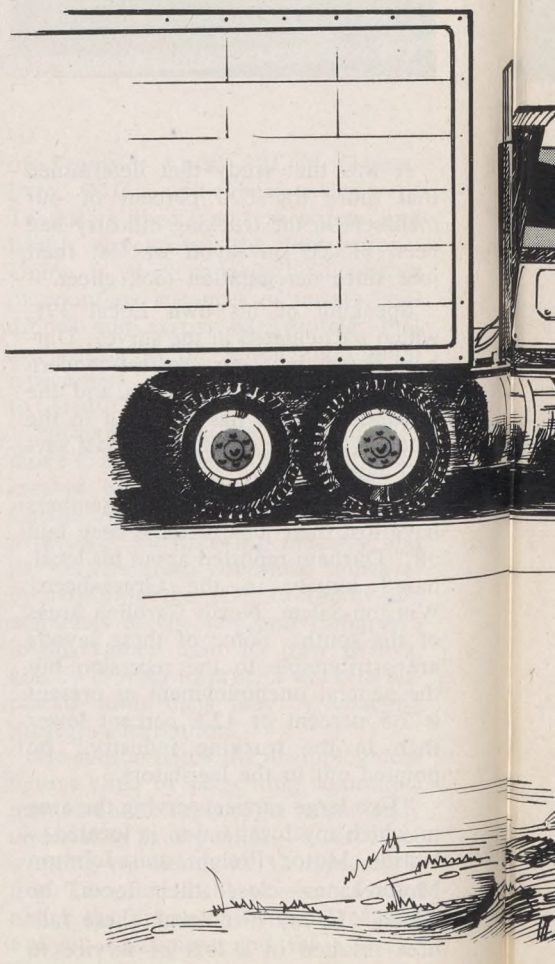
points to a protracted period of upheaval, further dislocation and severe frustration for users who must depend on a responsive motor carrier system."

The union noted that Congress would have to act quickly to prevent further erosion of the trucking industry and to protect the jobs of working men and women.

First and foremost, the union has urged Congress to amend the Act to provide displaced employees affected by deregulation with priority reemployment status. "This committee promised that it would be receptive to a request for employee relief, should implementation of the new Act result in an adverse impact on industry employees," the position paper pointed out. "We are here to make that request.

"For the one in five of our members who have been thrown out of their jobs in the motor carrier industry, relief is urgently needed," it noted.

On behalf of Teamster members, the union also asked the committee



to see that the ICC and its new chairman "construe and enforce the Act as it is written and in the context of the underlying policy as expressed by this committee and by Congress."

While calling for changes in the law in a number of areas, the union spokesman noted that: "An essential first step will be the reaffirmation of the common carrier service obligation and a revitalized enforcement program."

In a "reasonably healthy transportation environment," industry employees will again be able to "turn their full attention to providing quality service for shippers and receivers throughout the nation," the union representative promised, rather than worrying about carrier bankruptcies and further unemployment.

The union called for change in a number of areas, among them asking Congress to:

- Require the ICC to keep the entry process a legitimate part of the system.

Noting that today the ICC is giving carriers, despite their ability or intent to service, broader commodity and territorial authorities than either their financial resources or physical capabilities permit them to provide, the Teamsters urged Congress to curb the ICC's zeal for open entry.

- Require the ICC to maintain the common carrier service obligation.

Faced with skewed implementation of the new law, over 50% of the general freight carriers recently surveyed by the Consulting Center of Marlboro, Mass., have indicated that they will withdraw service from small communities or that they intend to curtail such service, the union said. That will result in even more curtailment of essential transportation services and more reductions in terms of jobs, unless Congress acts.

- Reconsider three more ICC proposed rulemakings—those by which the ICC seeks to sanction single-source leasing, which would allow shippers to contract directly with owner-operators for the use of their services and equipment; a proposal to allow shippers to lease their equipment and drivers to regulated carriers to accommodate the backhaul needs of private carriers, and a proposal to include by interpretation warehouses and regulated carriers within the ambit of for-hire intercorporate hauling. The union urged Congress to countermand all three.

The union noted that, in addition to having fundamental legal defects, each goes beyond the limits established by Congress, would be disruptive to the stability of common carriers, would result in the loss of additional jobs by members and would seriously disadvantage owner-operators.

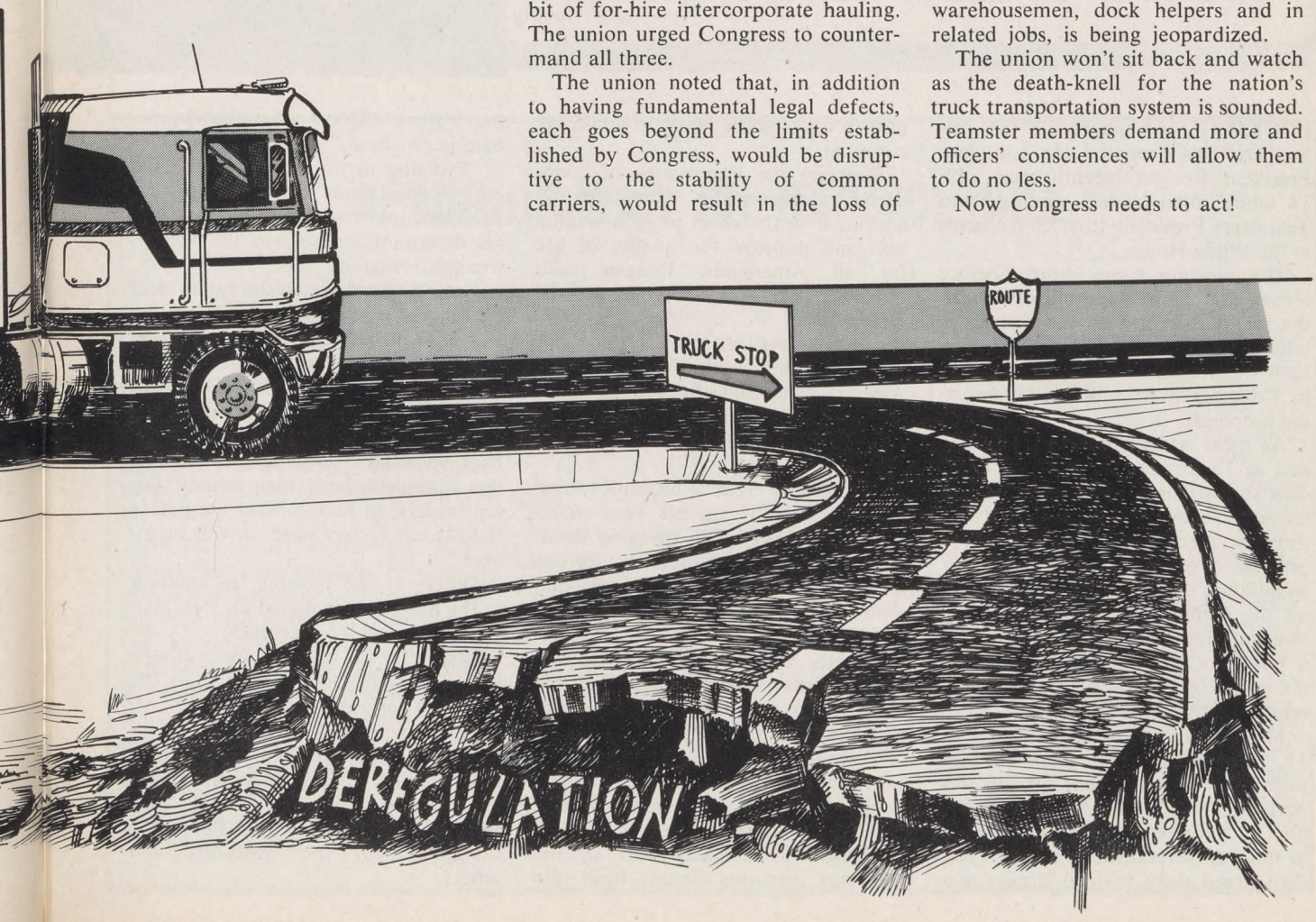
- On behalf of independent owner-operators, the union urged Congress to require the ICC to become more stringent in its enforcement activities so that owner-operators aren't victimized and urged Congress to continue the fuel surcharge currently in effect to protect these drivers' livelihoods.
- The union noted, too, its concern that wholesale entry, inadequate maintenance, competitive pressures and deteriorating highway conditions portend increasing problems in the area of highway safety.

The union urged the Congress to propose legislation to extend the benefits of the minimum financial responsibility requirements (which commenced July 1 for common carriers and owner-operators) to the large and growing number of private carriers to stimulate safe operations and assure compensation for injuries or deaths by all over-the-road trucks.

The Teamsters' testimony at the hearings wasn't sugar-coated. Our members are in agony, and the industry that employs so many of our members, not only as drivers, but as warehousemen, dock helpers and in related jobs, is being jeopardized.

The union won't sit back and watch as the death-knell for the nation's truck transportation system is sounded. Teamster members demand more and officers' consciences will allow them to do no less.

Now Congress needs to act!



IN WASHINGTON, D.C.

REAGAN INVITES LABOR LEADERS, AMONG THEM ROY, TO WHITE HOUSE TO DISCUSS TAX PLAN



LOOKING for support for the Administration's proposed tax cut plan, President Reagan recently met with 14 labor union leaders, among them Teamsters President Roy L. Williams, at the White House.

The meeting came shortly before House and Senate committees began the markup process on the hotly contested tax cut package, over which both the Republicans and Democrats in Congress have submitted competing proposals.

As most Americans know by now, and as Teamsters learned from Presidential Assistant Elizabeth Dole at the recent Teamsters convention, the President's economic recovery plan is predicated on a four-point program. In addition to budget reductions based on the elimination of waste, streamlining of the federal government and a policy of slower money growth, a tax cut of major proportions remains one of its major tenets.

Meeting with the labor leaders June 11, Reagan thanked them and the members of their unions for the support they lent the Administration's fight to curb federal budget increases in the past several months. The President urged them to lend similar support to his ongoing battle to attain tax cut relief.

Stressing the importance of cooperation between the Administration and labor in the effort to reduce inflation and improve the quality of life for all Americans, Reagan said: "Frankly, I believe our goals are the same."

"I've always felt what's good for the American worker is good for America," he told the veteran labor leaders. "Our goals are the same: to raise pay, lower inflation and interest rates."

We need to "reduce unemployment, create jobs and improve your members' paychecks while bringing down interest rates and inflation, so they can afford to buy their own homes and send their children to college," the President added.

"That's why, in addition to the budget cuts already approved, we really need a multi-year, across-the-board tax rate reduction of 25 percent for every American worker," Reagan explained.

He reminded the unionists that without a sizable tax reduction, workers will be badly hurt by the huge tax increases already built into the system. "That's what the tax debate is all about," Reagan said.

"I've dug in my heels" on the tax cut proposal and "can't retreat," the President told the group, emphasizing his determination to win the legislative confrontation.

Noting that there was a "great deal of support" for the President at the recent Teamsters convention, Williams listened intently as Reagan outlined his tax cut plan now before Congress.

He and other union leaders at the meeting urged the President "not to back off at all." Looking favorably on the administration's plan several union leaders, in fact, termed the potential tax cut "a pay raise for our members."

Others at the meeting, in addition to the president, included Dr. Norman B. Ture, under secretary of the Treasury for tax and economic affairs, and Elizabeth Dole, assistant to the President for public liaison.

Along with Williams at the meeting were representatives of 13 other trade unions, among them officers of the Marine Engineers Union, the Fire Fighters, the Air Line Pilots, the Longshoremen, the Seafarers and others.



Meeting with President Reagan at the White House to discuss the Administration's proposed tax cut plan and economic recovery program was a group of 14 union leaders, including Teamsters President Roy Williams (seated second from left in this photo). The President's proposals were well received by the group.

A TUG-OF-WAR ON CAPITOL HILL

AS House and Senate committees began their work on the proposed tax cut package, Democrats prepared for an all-out fight, leveling strong attacks against the President's tax cut proposals.

Nonetheless, Reagan's program continued to receive surprising bipartisan support in Congress and throughout the nation.

As the House Ways and Means Committee went through its markup sessions, Democrats presented an alternative plan to the President's package, seeking support from moderate Republicans around the country. Most Republicans, and a number of Democrats sensitive to the desires of voters in their home districts, nonetheless remained steadfastly behind the President's package.

The Republican plan is criticized largely because it seeks to provide tax relief in proportion to the amount of taxes each income group pays, rather than using the tax cuts as a way to redistribute income from higher-income persons to poorer ones, as the Democratic proposals seek to do.

The Administration insists that in tough economic times, this is the most reasonable way of giving the bulk of taxpayers effective relief, while infusing the economy with a hoped-for savings upsurge to curb inflation.

According to John E. Chapoton, assistant secretary of the Treasury for tax policy, taxpayers in the $20,000-to-$30,000 group, who pay 20.7 percent of all federal individual income taxes, would receive 21.3 percent of the relief.

Those in the $30,000 to $50,000 brackets, who pay 30.3 percent of taxes, would get a 31.8 percent cut, Chapoton added. He said the $5,000 to $10,000 group, which pays 2.3 percent of all taxes, would receive a 2.7 percent cut.

Democrats have argued that the package doesn't provide enough relief for low income groups, but so far Republicans are holding fast to the concept that those who pay the most should receive the greatest relief.

Teamster families across the country probably will be among the group whose burdens are eased by the tax relief package, especially those families where both spouses work.

Such families should receive additional relief from another tax change being sought by the Administration, a measure that would ease the tax burden on two-income couples. Today, they often end up paying a disproportionate share of their income for federal taxes because of the way the schedules are structured. Legislation to eliminate this inequity also is in the works.

TEAMSTERS JOIN IN CELEBRATION FOR ASHER



Teamster General Secretary-Treasurer Ray Schoessling (above, left) congratulates labor attorney Lester Asher (center) during a recent testimonial dinner in Asher's honor. Joining Schoessling is Senior United States District Court Judge Abraham Lincoln Marovitz, chairman for the event.
Below, a strong contingent of Chicago area Teamsters was on hand, along with other unionists, to honor Asher, including dinner associate chairman Teamster International Vice President Louis F. Peick (fifth from left) and IBT Vice President Donald Peters of Chicago (fourth from left).

TEAMSTER General Secretary-Treasurer Ray Schoessling was the guest speaker recently at a testimonial dinner honoring veteran labor attorney Lester Asher of Chicago, Illinois.

Schoessling joined a vast contingent of unionists both from Chicago and the national scene who gathered June 18 to pay tribute to Asher at the banquet, which benefitted the State of Israel Bonds.

The Teamster leader had the privilege of presenting Asher, a longtime friend, with the prestigious Eleanor Roosevelt Humanities Award at the dinner and of paying him tribute with comments during the evening.

Asher, a partner in the law firm of Asher, Goodstein, Pavalon, Gittler, Greenfield and Segall, Ltd., is well-known in the labor movement for his tireless dedication to the causes of organized labor and his effective representation of many labor unions. He currently is general counsel of the Illinois State AFL-CIO and representative of several individual labor unions, as well as chairman of the Illinois attorney registration and disciplinary commission by appointment of the Illinois Supreme Court.

He has also been active in recent years as chairman of the Israel Bond Labor Division and in promoting the Israel Bond campaign.



BOYCOTT POWER

Coors Beer Fails In Bid for New Markets

COORS BEER has missed fire in an attempt to catapult its product into the national market, according to the *Wall Street Journal.*

The company opened an extensive and expensive marketing program about three years ago—despite a boycott by the Teamsters and also by the AFL-CIO—but has experienced little more than spotty, regional success.

In fact, Coors in the same period of time has lost its leadership status in California where it once ranked first with more than 35 percent of the beer sold in that state.

The Teamster boycott proved especially successful in California and has brought Coors' share of the beer sold there down to 22 percent.

Rather oddly, the *Wall Street Journal* made no mention of the successful Teamster boycott in the newspaper's mid-July story.

"Industry observers," wrote the *Journal*, "say the marketing troubles indicate problems within Coors itself."

The company, always anti-union and dominated for decades by first Adolph Coors and then his descendants, has been gradually moving away from being a "family" business. Last autumn, two of the company's chief marketing specialists departed for other climes.

Since then, there has been a tug'o'war within Coors over whether to spend its advertising dollar to improve the company's image or to push its beer. Coors also has had problems in efforts to build new plants in the east, being run out of Pennsylvania and still unsure of its prospects to put up a plant in Virginia.

William K. Coors, the company's chairman and chief executive, calls the boycott a "bum rap," according to the *Journal.* The AFL-CIO brewery people began their boycott over anti-union policies of the company that included surveillance, etc.

When Coors extended the same policy to its negotiations with Teamster Local 952 in Orange, Calif., insisting upon hard-nosed language aimed at busting that union's contract, the Teamster boycott was then commenced to combat the lack of good faith bargaining.

The *Wall Street Journal* says "the combination of heavy marketing expenses and lackluster volume is chewing up profits" at Coors.

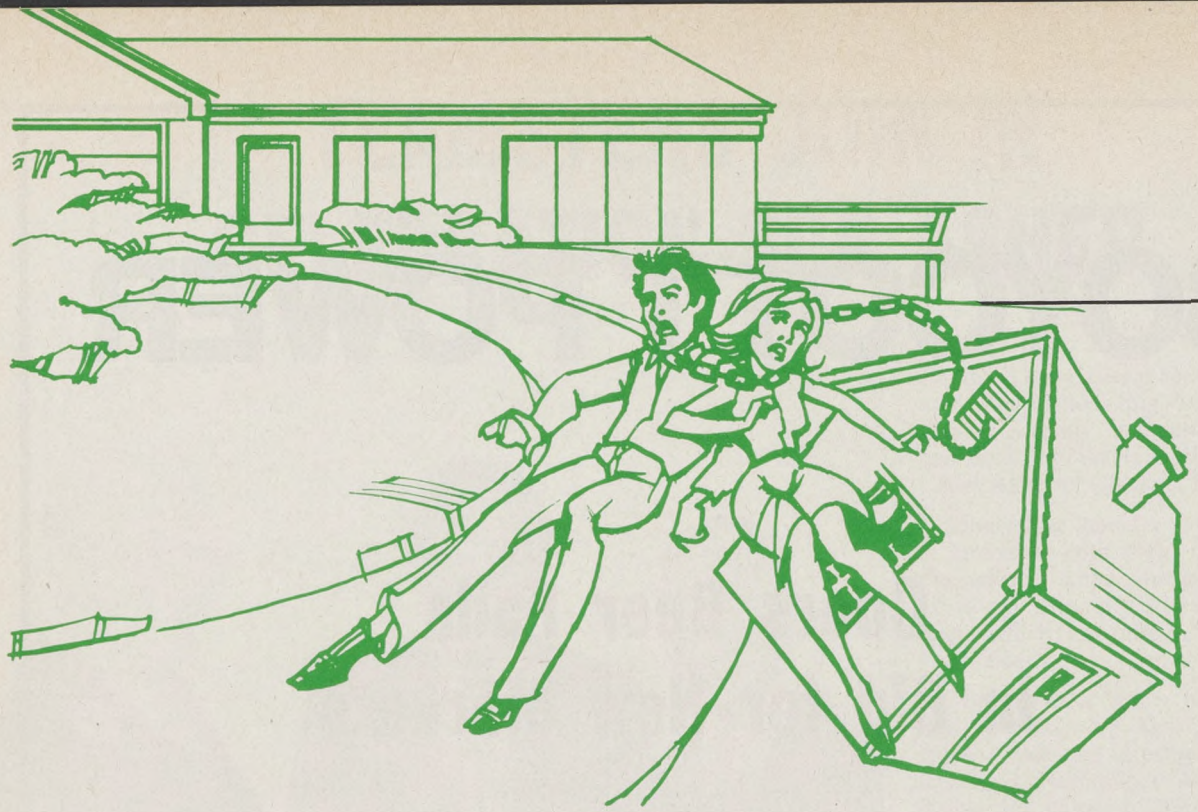
Net income on Coors dropped 70 percent on a two percent rise in volume in last year's fiscal fourth quarter, according to the *Journal.* The trend continued in the first quarter of this year with a 76 percent drop on a 3.7 percent volume decrease.

Peter H. Coors, senior vice president of sales and marketing, already has said that the $87 million budgeted for marketing this year will have to be reduced.

The *Journal* suggests that it is the conflict between the views of William Coors and Peter Coors that is at the heart of the company's troubles. The latter wants to concentrate the advertising on pricing promotions.

But there is another important aspect of Coors' problems. A St. Louis, Mo., consultant, Robert S. Weinberg, was quoted in the *Journal* as saying that the Coors plan of wanting to produce beer in the east is faulty strategy.

Weinberg said the east is infamous for price-cutting practices in the brewing industry and asserted that Coors "would be walking into a hornet's nest when its own backyard isn't in order."



MIRACLE OR

IN THESE days of high inflation and rising mortgage rates, couples everywhere are looking for ways to realize their version of the American dream—home ownership—only to see that goal steadily, insidiously slipping away from their grasp.

In recent months, to bolster the sinking fortunes of the cash-short savings and loan associations and get home sales rising again, a new phenomenon has appeared on the horizon. That is the variable rate mortgage.

Under a new regulation, adopted April 23 by the Federal Home Loan Bank Board, federal savings and loan associations, which write mortgages for most of the single family homes in the country, will be able to write *new* mortgages in which they can raise or lower monthly payments according to a variety of indexes posted by the federal government, including Treasury bill rates, average mortgage rates, or the cost of funds to savings and loans.

While the idea of variable rate mortgages isn't new, having been offered in some states for several years, the new national program, with its paucity of safeguards to protect consumers, is.

What variable rate mortgages will do is eliminate the fixed payment plan, based on a 25 or 30 year mortgage life, that most Americans have been accustomed to budgeting their income around.

Instead consumers could find themselves taking on a mortgage with a payment of $600, principal and interest, and seeing that payment rise to $700, $750 or $800, or decrease, depending on what happens to the rate of inflation. (It's a pretty sure bet, with 16 and 17 percent inflation these days, that the rates won't fall too far.)

Current FHLBB rules place no limits on interest rates, monthly payments or loan principals. All of these can fluctuate according to the index agreed upon by the lending institution and prospective home buyer.

Banks only have to provide a disclosure statement outlining terms of the agreement and give at least 30 days notice before any changes are made in mortgage terms. If the loan is repaid before it's due, no prepayment penalty may be assessed.

Thus, what looks like a real boon to consumers anxious to get into that first home or move up to another house with more space could turn into a nightmare—a high stakes gamble where the buyer could "lose the ranch," as one investment counselor put it, if interest rates shoot past their ability to pay.

With the tightness of conventional financing sources, a lot of people may get in over their heads, taking the only shot they might get at home ownership and losing their gamble. While lenders will still offer conventional mortgages, they will likely carry higher interest rates than the newly issued variables, lenders say, because banks will want to protect themselves against future increases in rates paid depositors.

The national average cost for a single family home is approximately $90,000 today.

But even if a family is lucky enough to find a starter home, a "fixer-upper," as realtors call the houses that need a lot of renovation or repair work in the $50,000 to $70,000 range, interest rates already are beyond the point where most home buyers could afford to take out a loan for it.

An average home buyer who signs a 29-year, $60,000 mortgage at the current rate of 17¼ percent will have monthly payments of $868.55 (excluding taxes and insurance) and a payout over the life of the mortgage of $302,255.

Family financial counselors have advised buyers to use the affordability yardstick of limiting their monthly housing payment (including mortgage, taxes, insurance and utilities) to one fourth of their income. Applying that formula, fewer than five percent of American households—those earning more than $50,000 a year—would qualify to safely undertake such a home purchase.

Some might reply that this is a temporary economic climate; that potential buyers should wait for the rates to come down. It should be noted that the last time rates were low, even temporarily, was back in 1979 when 10¾% was the lowest rate available. Many waited and are waiting. Some have seen themselves irrevocably squeezed out of the housing market. Despite the fact that

E OR MILLSTONE

VARIABLE RATE MORTGAGES COULD BE EITHER

home ownership, with its many tax advantages, is the only way most average Americans will ever get ahead or break even, even this avenue is being shut to workers trying to pull themselves and their families upward.

For the time being, tight money policies and high interest rates are facts of life.

Savings and loan associations argue that in a tight money market, they have no choice but to force home buyers to pay the same high rates as anyone else. As interest rates climbed into double digits late in the 1970s, they explain, savers abandoned 5¼ percent savings accounts for higher-yielding Treasury notes and money market funds.

When the savings and loans won federal permission in 1978 to match the interest paid by Treasury bills, the savings outflow was stemmed somewhat, although many lenders with loan portfolios full of long-term, low-interest mortgages still are losing money.

So, while everyone tries to help the S&Ls, what can be done for the hapless potential home buyers, Teamsters among them? First the government can keep close tabs on the new adjustable rate mortgages, with an eye toward providing protections for consumers, where none now exist.

Then, if consumers can't qualify for conventional type mortgage financing and feel they must try to make it using the new variable rates, they should try to protect themselves.

Most consumer protection groups point out that S&Ls probably won't be doing much negotiating with consumers over the new loans. It will be strictly "take it or leave it."

Complicating that, the FHLBB has established no monitoring program to chart the new regulations' effects on savings and loans or consumers.

These same experts remind consumers that the lenders will be trying to "sweeten the package" to entice skeptical home buyers. They may include everything from fewer points, to lower closing costs to a lower initial interest rate to woo borrowers away from fixed-rate mortgage loans.

What can you do in this potential minefield? Be wary, consider your options and think ahead about potential problems down the road *before* you agree to anything!

Following these basic guidelines may help:

- Be sure to ask about monthly payments, principal and interest rates. Don't just listen to percentages; they usually sound lower. Ask for the exact dollar amounts that you will be charged during extreme inflationary cycles. In the worst instances, you could be paying interest on interest, or you could have your debt increase so much that you'd even lose your downpayment.
- When reviewing indexes on which to base your mortgage payments, be advised to stay away from the cost of funds index, which measures the cost of money to S&Ls. Although stable in the past, the regulation limiting the amount that S&L's could pay for funds will be phased out over the next five years. Indications are this index will remain above the inflation rate for the next few years.
- Carefully examine provisions of variable rate mortgages. Look for ones offering caps on interest and monthly payment increases. The type of caps you should look for will depend on your income and whether it'll increase or remain stable over the life of the mortgage.
- If you're on a fixed income, try to find a traditional loan offered at fixed rates. Although they may be scarcer, they can offer the most stability to consumers who anticipate retiring in the next few years or those who feel their incomes won't be increasing to meet inflation.
- If you're contemplating buying a home under a variable rate mortgage agreement with plans to sell when payments become excessive, remember that others probably will be in the same predicament at the same time.

With a large part of the average family's income going for housing, consumers should be wary before gambling on variable rate mortgages. Even those who can afford to take the risk will find their investments fraught with instability and uncertainty.

Make sure you can handle the burden before getting involved with one.

Local 200 Officer Visits European Unions



Here Jesinski (left) inspects a hard hat used by German workers, as he talks with Siegfried Merten, vice president of the giant German Transport Union.

AN exchange of ideas on transportation, food processing and the trucking industry was an integral part of a 10-day European trip undertaken by James Jesinski, secretary-treasurer of Milwaukee, Wisc., Teamster Local 200 and Wisconsin Joint Council 89.

Jesinski, as a guest of the German Marshall Fund of the United States, recently spent two weeks abroad meeting with foreign unionists and management representatives, comparing notes on problems, challenges and experiences, and learning about the European method of unionism.

The Marshall Fund, which paid for Jesinski's trip, is a philanthropic foundation founded by German industrialists in gratitude for American help under the Marshall Plan following World War II.

Jesinski, the only member of the American trade union movement to be invited on this particular tour, also was the first Teamster to be so honored by the sponsoring group.

WILLIAMS JOINS M.D.A. TEAM

TEAMSTERS General President Roy L. Williams was honored last month by the Muscular Dystrophy Association, which invited the Teamster leader to become one of its national vice presidents.

Williams has long held a personal interest in the group's work. Last year, in fact, as director of the Central Conference of Teamsters, he appeared on the charity's national telethon, hosted by Comedian Jerry Lewis, to contribute a $50,000 donation on behalf of the conference and its midwestern Teamster members.

In accepting the MDA post, Williams follows a proud Teamster tradition. Deceased IBT President Frank E. Fitzsimmons was also for many years an MDA vice president.

MDA, of course, is the group which concentrates on finding cures and funding research on a whole range of related neuromuscular disorders. Diseases in which it's interested encompass everything from the muscular dystrophies to myasthenia gravis. The group also is deeply involved in providing much needed services to those afflicted by these diseases.

Foreign Dignitary Visits IBT Headquarters

NOBUO Hatakenaka, recently named first secretary at the Embassy of Japan in Washington, D.C., made a stop at IBT headquarters and a visit with IBT General President Roy L. Williams one of his first stops in the nation's capital, shortly after arriving to assume his new post.

Hatakenaka, who was very impressed with his visit to Teamster headquarters, also is the labor attache for the embassy. Thus, the two men had much in common and could compare notes on the similarities and differences in labor policies of the two countries.

With import quotas and other economic policies major concerns of Teamsters nationwide, undoubtedly the two will have occasion to meet again during the Japanese official's term of service in the United States.



Nobuo Hatakenaka and Roy Williams discuss labor movement at Teamster headquarters.

'Cap Nelson'

THE 10-YEAR-OLD BOY AWAKENED at exactly 5:12 o'clock on the morning of April 17, 1906. His bed was rocking like a ship at sea. He grasped the mattress and hung on. The violent movement lasted 30 seconds and frightened little John Carvalho. When the rocking stopped, he jumped from the bed. He could hear his parents calling the children. The Carvalho family rushed from the tenement house into the night-dark street.

Other families, too, had left their houses in what was called "Portuguese Town" in Oakland, California. There was fear and wonderment among the people in the street. But there was no panic. Only the adults were talking.

Then the pavement shuddered and the families crowded together. The shuddering stopped and a few moments later came again. By then, the people could hear the clanging bells and clattering hooves of the pump-and-ladder companies racing through the thoroughfares of Oakland.

Somebody noticed the sprinkling of bright lights that appeared in San Francisco across the bay and cried, "Look!" The twinkling lights flickered and wavered as they grew larger. Fire.

John Carvalho, his brothers and sisters, his parents and all the other Portuguese families huddled silently in the street. They had no way of knowing they had just survived the first phase of an earthquake. The San Andreas fault had slipped along a 270-mile line.

Suffering the most severe damage was San Francisco where 452 people died and $400 million in property was destroyed by the quake itself and by the fire and dynamiting that followed. But Oakland, San Jose, Santa Rosa, Salinas and other towns also were stricken. The overall death toll was 700.

"Within an hour after the earthquake shock," wrote the famous novelist, Jack London, of the dawn that followed, "the smoke of San Francisco's burning was a lurid tower visible a hundred miles away. And for three days and nights the lurid tower swayed in the sky, reddening the sun, darkening the day, and filling the land with smoke."

Little John Carvalho's experience was similar to that of Enrico Caruso, the famous Italian singer who had performed in San Francisco's Grand Opera House the previous evening. Caught in the Palace Hotel, Caruso described what happened to him:

"I waked up, feeling my bed rocking as though I am in a ship. From the window I see buildings shaking, big pieces of masonry falling. I run into the street. That night I sleep on the hard ground. My legs ache yet from so rough a bed."

John Barrymore, a young actor, also was in San Francisco at the moment of the earthquake. To get news of his safety to his sister, Ethel, John manufactured a lie and persuaded a newspaperman to include it in his story.

Barrymore said he had been thrown from bed by the tremor. Dazed, he said, he wandered into the street. He said an army sergeant grabbed him, forced a shovel upon him and made him dig in ruins for 24 hours without rest.



Ethel Barrymore was suspicious of the tale. She asked her uncle, John Drew Barrymore, what he thought and that famous actor replied that he did, indeed, believe the story of the younger John Barrymore because "it took an act of God to get him out of bed and the United States Army to put him to work."

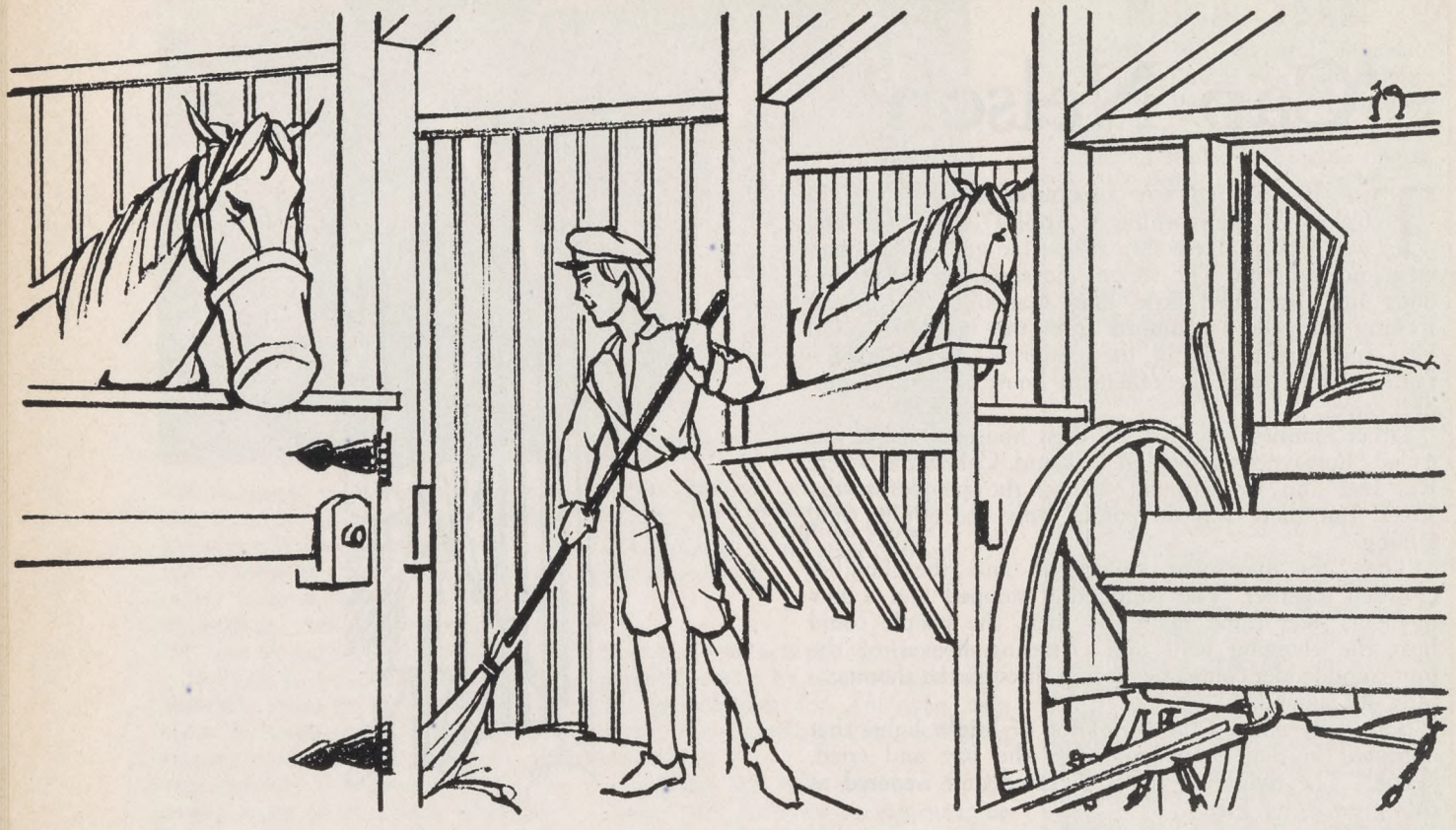
Enrico Caruso was a music legend when he died 15 years later. John Barrymore, 24 years old at the time of the San Francisco disaster, went on to become one of America's greatest actors in history.

Little John Carvalho grew up and became, as "Cap Nelson," one of the best-known personages in the Oakland area. He joined the Teamsters Union in 1926 and remained a member through the 43 years he drove a truck.

FEW OF THE CHILDREN of Portuguese families in Oakland completed school in those days. John Carvalho was typical. He finished the seventh grade and then went searching for odd jobs.

The boy had the handicap of being without skills. Too, when he reached his mature height he was but five-foot-four and weighed 125 pounds. Yet he labored alongside larger adult men in both Oakland and San Francisco. In the warehouses. On the docks. Making deliveries. One of his earliest jobs was cleaning a stable part-time for $1 a week.

In his continuing quest for work, John often ended up at the old Teamsters Hall at 12th and Franklin in Oak-



land where he could sometimes pick up a job as a lumper for an especially heavy load. There were plenty of wagon drivers so his only hope was helping the teamsters.

The boy discovered at the age of 16 that he was athletically skilled and quick on his feet. It was natural that he should turn to boxing. Oakland, in the early 1900's as it is now, was an enthusiastic sports town. Power, roughness and stamina were admired.

When he started fighting, young Carvalho did not want his parents to know for fear they would forbid the activity. He told a local match-maker that he could not fight under his own name. The match-maker created a name: "Why don't you fight under the name of Cap Nelson? John Cap Nelson. How's that?"

"Okay," said John Carvalho. "I don't care."

As John Cap Nelson, featherweight, he earned $50 or $75 a fight depending upon the location of the bout. It was a good way to supplement his income. The youngster was a whirlwind in the ring.

Like a lot of popular fighters, however, he became the object of the affections of hangers-on anxious to help him spend his money. Altogether, Cap Nelson had about 60 fights over a 5-year period. He won most of them. He called it quits with two souvenirs—a mashed nose and a gravelly voice.

Throughout his fighting career, Cap kept working as a helper, delivering in Oakland and surrounding communities. Finally he landed a good job which required him to work nights. He drove for Oakland-San Jose Transfer and learned the roads well.

CAP JOINED THE TEAMSTERS UNION when he was 30 years old. He got a job at Merchants Express of Oakland in 1926 and became a member of Teamster Local 70. The company was strictly a local cartage firm delivering in the Bay Area.

Merchants Express used teams and wagons for short hauls in downtown Oakland and trucks for longer distanced deliveries around the bay. The company seldom purchased a new truck. Cap Nelson, like a lot of drivers, sharpened his skills on the variety of junk the men were forced to operate.

Cap enjoyed his union membership. During that period, Local 70's meetings were held every Friday night. There wasn't much to argue about except wages and hours which were all that the contract covered in the 1920's.

Six years after he joined the union, Cap Nelson served a term as vice president. He was a key promoter of Oakland's first real Labor Day parade. Like most Teamsters in the Bay Area, he was embroiled in the mid-1930's strikes involving Teamsters and Harry Bridges' longshoremen.

It was a violent period in labor-management relations on the West Coast. The disputes were intensified by the joblessness of the Great Depression. Cap Nelson and other truck drivers employed at Merchants Express had difficulty getting work. They would show up at 7 a.m. and the boss would say: "Nothing doing. Come back at noon, fellas." They would return at noon when maybe there would be work, but usually there was none.

Cap remained interested in sports although he no

longer fought in the ring. He turned to baseball. Fifty years ago, hard-ball leagues prevailed in America's big and little cities. Oakland enjoyed some of the best semi-pro ball.

Nelson performed at 2nd base and occasionally at 3rd. He was a good fielder. His short physique gave him a great advantage over the pitchers. A feisty player, he was a welcome addition to several teams through the years.

Town baseball fans became increasingly vicious, however, and Nelson hung up his spikes after a game incident at nearby Santa Rosa. Months earlier, some cop killers had been taken from the Santa Rosa jail and lynched by a mob. When Cap got into a horrendous argument while running the bases, the fans began chanting: "Hang him! Take him out and hang him! Hang him!" and they meant it.

HALF A CENTURY AGO, city cartage delivery was no fun at all. If there was a choice, the company dispatcher would always send a driver out alone unless the load included something bulky and weighing more than 400 pounds.

Cap Nelson, still but 130 pounds himself, spent years delivering divans, washing machines, refrigerators, etc., without a helper. "You had to find a way to do it," he said recently. While there was assistance loading the truck at the dock, the driver was solo at the delivery end of the route.

"There was a way of handling those things," Cap explained. "You had to walk it in, edging it from side to side. After you got on to how to do it, you found you could do it. Hell, you had to do it!" He added, "Sometimes getting through a doorway was a little trouble."

Some drivers today think the current interest in productivity is a new development in the trucking industry. Not so. Cap Nelson remembers an incident some 40 years ago when he first came in contact with the speed-up mentality of a zealous boss. The story is best related in Cap's words:

"I drove a truck without any doors.

"I had a boss come down there at Merchants Express one time. He says, 'We're going to make it faster for you. We're taking the doors off so you won't have any trouble opening them.'

"Hell—I wasn't having any trouble operating them doors. And I'm driving over to the airport all the time. Twice a day. Go to the airport and that rain coming in there with no doors, I'mtellinya.

"Had the doors taken off the truck and they never did put 'em back on. The boss's name was Rapp. He was brought over from 'Frisco to speed things up.

"Just came to work one day and the doors were off the truck. Or, if they weren't off, they'd take 'em off while you waited. Speed up the driver's work. You had to open the door and close it—that was the speed-up. And you get off quicker. You save a split second.

"A guy gets cold. A guy gets sick. In case of accident, you could sail out of the cab in any direction. The boss didn't give a damn.

"The owner's motto was: 'You'll work or I'll make you—if you don't, I'll break you.' "

AS CAREFUL AS HE TRIED TO BE, Cap Nelson had his share of fender-benders in city driving. His safety record was spotless once for a 15-year period at Merchants Express. Twice, however, he was in serious accidents yet never suffered an injury.

The first accident happened when he was driving what the men called a "two-lunger" in the 1920's. The vehicle was an Autocar powered by a 2-cylinder engine. It had an open cab and the wheels rolled on solid rubber tires. Thus, if a driver hit a chuckhole—as did Nelson one day—there was no predicting the direction anything would go.

In this instance, Cap was on a bumpy street in West Oakland. He was clutching the wheel tightly so as to control the truck. When he hit the chuckhole, the steering wheel spun and yanked him out of the seat and around so that his rearend smashed the windshield. The Autocar, meanwhile, plowed into a storefront.

"I got hit at 75th Avenue one day by one of the flyers—the trains," is the way Cap describes the second accident. He was driving a load of batteries and candy along a boulevard. He came to 75th where there was no wig-wag signal for the railroad tracks. "I made a right-hand turn and that so-and-so hit me."

The engine of the fast-moving passenger train ripped the tailgate off Nelson's truck. The body of the truck was flipped around. Batteries and candy sprayed to all points. By some miracle, Cap did not suffer a scratch.

In later years, the younger drivers all looked up to Cap Nelson. As a young man himself, he had been mischievous and continued to enjoy a joke when he got older. He gave younger drivers advice whenever they asked for it.

Cap never was afraid of hard work. He believed that was what he was paid to do. Besides, he reasoned, "you can make hard work easy if you know how to do it."

There came the day when time took its toll. At the age of 73, Cap Nelson decided he would drive no more. He retired in 1969. He had been with Merchants Express 43 years.

* * *

BORN ON MADEIRA ISLAND *off the coast of Africa in 1896, John Carvalho was one of five sons and three daughters. The family went to Honolulu by sailing ship when he was two years old. In 1900, the family moved to Oakland.*

Cap's father was a stevedore on the docks, shoveling coal into steamers, and presented the daily picture of a very tired laborer coming home every night after work. So it was that Cap learned hard work was not a shameful pursuit.

Retired more than 10 years now, Cap and his wife, Isabel—also of Portuguese parents—spend their time watching television and puttering around the house. They have two sons and grandchildren. They attend church every Sunday.

It was always Cap's feeling that he liked everybody and wanted everybody to like him. That is about the way it was for 85 years. In some ways, he is very old-fashioned and even idealistic. He has an interest in politics, concluding, "I think we've got the wrong men in Congress." When asked if there is truly such a thing as clean politics, his hopeful answer is, "There is—somewhere."

John Carvalho became a United States citizen in 1924 shortly after his first marriage. His memories today focus upon the years of work as a truck driver and member of Teamster Local 70.

He summed his career recently: "I was outside, doing the work I wanted to do, and enjoying it. Being a Teamster was going first class all the way."

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

COURT'S COTTON DUST DECISION UPHOLDS WORKERS' RIGHT TO SAFETY

IN A decision widely hailed by labor and pro-worker groups, the Supreme Court has upheld the Occupational Safety and Health Administration's controversial cotton dust standard and declared that OSHA is not required to conduct a cost-benefit analysis in promulgating health standards.

The court's 5-3 decision, delivered June 17, came as a major blow to Reagan Administration policy requiring federal agency decisionmakers to weigh the costs and benefits of government regulations.

The case (*American Textile Manufacturers Institute Inc. v. Donovan* and *National Cotton Council of America v. Donovan*, consolidated) arose from industry challenges to stringent federal standards on worker exposure to cotton dust. The standards, imposed by the Carter Labor Department in 1978, had been roundly criticized as being too costly to the cotton industry. In disagreeing with this position, the decision affirmed the judgment of the Circuit Court of Appeals for the District of Columbia, upholding the standard with only one exception. A wage guarantee provision in the rule was struck down, not because it was outside the authority of the Secretary of Labor, but because OSHA failed to show that it was a necessary part of the standard.

Justice Brennan delivered the opinion of the court in which Justices White, Blackmun, Marshall and Stevens joined. Justice Rehnquist filed a dissenting opinion which was joined by Chief Justice Burger. Justice Stewart filed a separate dissent and Justice Powell took no part in the case.

The case centers around the meaning of the word "feasible," appearing in the section of the OSHA Act which gives the Secretary of Labor the authority to create occupational health standards. Industry lawyers argued that the wording of that section requires OSHA to weigh the estimated costs of the new standard against the estimated benefits. Health professionals have historically argued that such an analysis is improper in developing health standards, in part because the benefits of worker protection are so difficult to accurately estimate. Often, the benefits are realized in disease cases which *don't* occur as the result of stronger protection—an event that can't be described in dollars and cents.

The court disagreed with the industry and instead found the word "feasible" to mean what OSHA and labor lawyers had advocated. Justice Brennan wrote, "According to Webster's Third New International, 'feasible' means capable of being done. executed or effected . . . Thus (the section in question) directs the Secretary to issue the standard that 'most adequately assures . . . that no employee will suffer material impairment of health,' limited only by the extent to which this is 'capable of being done.' "

Brennan and the court strongly defended adequate worker protections, stating, "Congress itself defined the basic relationship between costs and benefits, by placing the 'benefit' of worker health above all other considerations save those making attainment of this 'benefit' unachievable. Any standard based on a balancing of costs and benefits by the Secretary that strikes a different balance than that struck by Congress would be inconsistent with the command set forth in (the feasibility section)."

The decision has importance far beyond the cotton dust standard itself. OSHA has promulgated several health standards under the authority granted in the section challenged in the lawsuit. The court's ruling will both define the scope of any review of existing regulations and guide OSHA in creating new worker protection standards.

Second Court Decision Also Upholds OSHA

WITHIN two weeks of the Supreme Court's landmark cotton dust decision, the court delivered another body blow to groups that would weaken worker protections by refusing to hear an industry challenge to OSHA's standards on workplace lead exposure.

The court voted not to review a 1980 decision by the Circuit Court of Appeals for the District of Columbia. That lower court decision upheld the regulation against lead industry challenges and immediately implemented key portions of the standard. The lead rule, finalized in 1977, limits maximum daily exposure to lead to 50 micrograms and provides for a phase-in period of from one to ten years for different industries.

REACTIONS ARE SWIFT, DIVERSE

REACTION to the Supreme Court's cotton dust decision was as quick as it was varied. Labor representatives hailed the ruling as vindicating the approach taken by OSHA to protect workers, while pro-industry groups attempted to downplay the decision's significance.

AFL-CIO Secretary - Treasurer Thomas R. Donahue told a press conference that the decision "upholds the law as Congress wrote it," adding that the Court's interpretation of the law "not only captures the meaning of the law on the books, it states the only public policy worthy of this country."

IBT Safety and Health Director R. V. Durham also applauded the decision. "The cost-benefit approach has no place in regulating health hazards," Durham said, "and this decision recognizes that Congress in creating OSHA set out to protect workers from occupational disease wherever possible. OSHA's duty is now clear."

The reaction of the Department of Labor was somewhat less positive. Assistant Secretary of Labor for OSHA Thorne Auchter said that the "decision achieves a major goal—that is, it maintains the cotton dust standard in effect, protecting textile workers." Yet Auchter suggested that cost-benefit studies may still play a major role in rulemaking.

Auchter said OSHA will now use "cost-effective" regulations to replace "cost benefit" analysis. He said the agency in the future will consider four issues in preparing regulations for dealing with workplace safety and health standards:

—There must be a demonstration of significant risk before a standard can be promulgated.

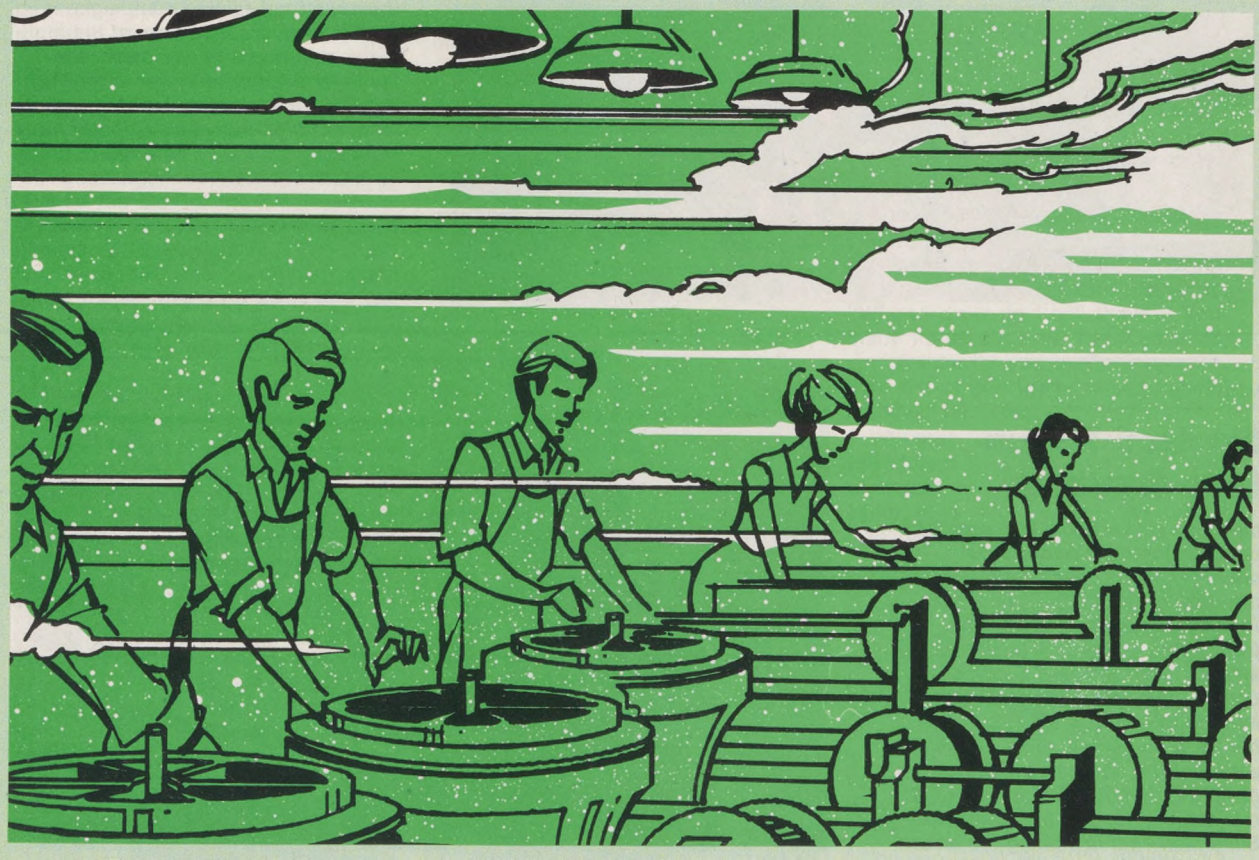
—It must be demonstrated that the standard will actually protect workers.

—Along with scientific data to justify the standard, the agency will gather data on the "economic feasibility" of a standard for an entire industry.

—The standard must be cost effective.

The American Textile Manufacturers Institute, on the losing side of the suit, predictably expressed disappointment over the result, while both the U. S. Chamber of Commerce and the National Cotton Council called on Congress to "clarify the law." A Cotton Council representative stated "it is incomprehensible to us that Congress ever intended to pass such a law without" cost-benefit analysis.

However, Senator Harrison Williams (D-NJ), who co-authored the OSHA Act in 1970, disagreed. He pledged "fierce resistance" to any attempt to rewrite the legislation, adding that "anyone with that idea should be put on notice that they should expect a gigantic battle."



ACTIVE IBT LOCALS

NEWINGTON, CONNECTICUT

Local 559 Retirees Form Retirees' Club

Retirees from Teamster Local 559 in Newington, Conn., decided recently to join the growing ranks of united retired union brothers and sisters and formed their own retirees' club.

The club, formed in early January, made its first order of business the election of officers and establishment of a program agenda. Members elected a slate of officers that includes: Louis Maltempo, former president and business agent of Local 559, as president; Joe Doyle, also a former president and business agent, as vice president; Sidney Staniszewski, treasurer; Peter Sliva, recording secretary, and Al Lewandosky, Melvin Meachim and Leslie Carroll, trustees.

President Maltempo says activity and fellowship "are the name of the game" for the new Teamster retiree chapter. "There may be snow on the roof, but our members have a strong fire in their hearts," he added. "They lend their voices to a common cause and offer assistance to any brother or sister member in need of a helping hand."

Many social activities, including a planned summer clambake for members, already have been undertaken.

The retirees commended Local 559 officers and members for their help in getting the club started, adding that they will need their cooperation along the way. "What we do today will benefit you tomorrow," the Teamster veterans reminded younger union members.

Club members add that they are eager to join other Teamsters already active under the banner of the International Teamster Retiree Association (ITRA) in forming a cohesive network of retiree clubs nationwide.



PHILADELPHIA, PENNSYLVANIA

Teamsters Note Their Easter Seal Tote

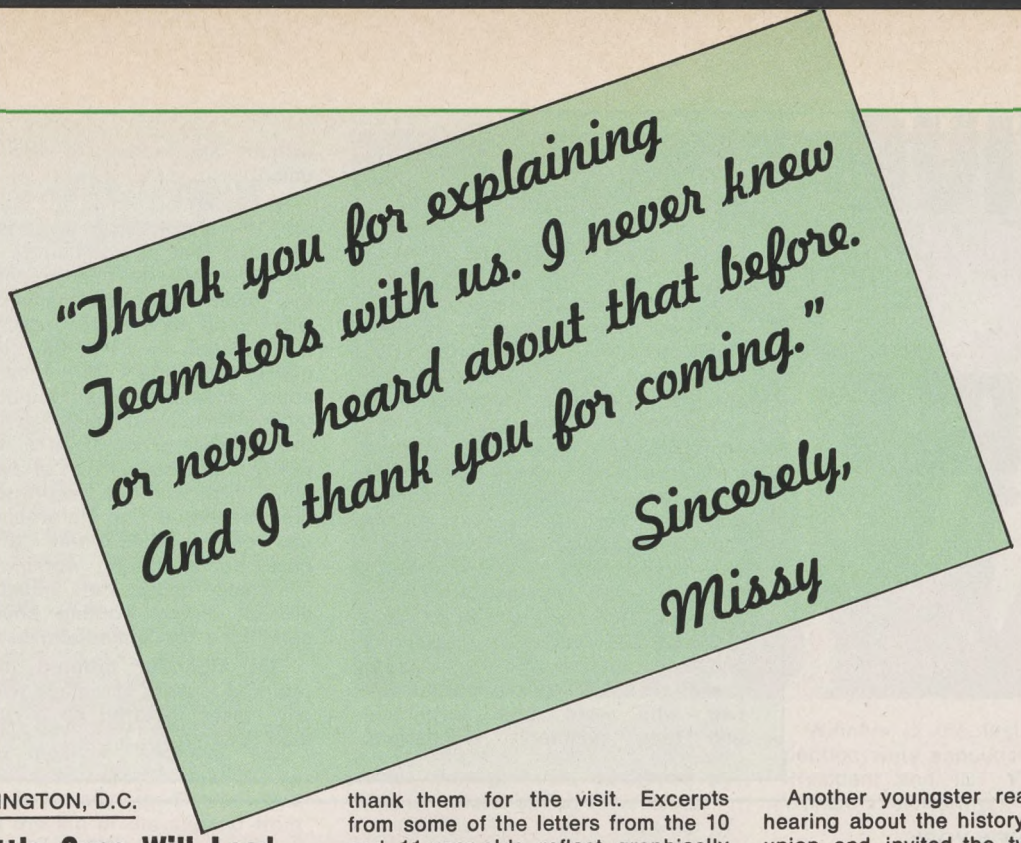
Teamsters from Local 500 in Philadelphia, Pa., were among those who went all out for Easter Seals during the 1981 fund-raising campaign. Shown here are members of the local, manning a phone bank. The involved Teamsters raised more than $10,300 for the cause, making their local the high money contributor from Joint Council 53's area.

NEW YORK, NEW YORK

New Local Program Spurs Organizing

Initiating a new Local 810 program of providing cash bonuses to members who actively help in organizing new shops, Local 810 President Dennis M. Silverman (right) here presents a check for $350 to Shop Steward Charles Loman, who was instrumental in helping to unionize Mr. G's Warehouse, a 35-person shop. "Organization of the unorganized is how our great International Union was built; it is the lifeblood of the Teamsters," Silverman said in making the award to Loman.





WASHINGTON, D.C.

If Little Ones Will Lead, Teach Them About Unions

Anyone with school age youngsters learns quickly that in the average school class they can acquire lots of misconceptions about unions in general, most of which go uncontradicted at home.

Take the recent comment overheard by one union-member mother as she carpooled a group of youngsters. On hearing a radio newsbrief about the cost of living, one 10-year-old passenger commented bitterly: "It's all the fault of the Steelworkers. My mother and teacher say that just because of them cars cost too much for us to buy and everything costs more. I wish they'd go away and not be so greedy, so my mom and dad could afford to buy the things they want."

That simplified version of today's complex economic problems, while contradicted by an individual parent, is nonetheless probably one held by countless youngsters who one day will grow into adults, taxpayers and union members. The perception will never be challenged except by unions and their members.

One Teamster local recently did its bit to counteract such misconceptions by visiting a fifth grade class at the Chapel Forge Elementary School, where Teamster Local 33 officers Robert E. Heverly and Richard P. Baker talked to the youngsters about unionism and the Teamsters. They'd been invited because Baker has a daughter, Susan, in the class.

After the visit, students in the class wrote the Teamster officials to thank them for the visit. Excerpts from some of the letters from the 10 and 11-year-olds reflect graphically just how little they knew about unions previously and how much they learned.

Wrote one child: "Thank you for coming. And telling us about your job. And how it works . . . I really liked you and Mr. Heverly. I didn't know that the TEAMSTERS were not the only ones in Pittsburgh."

Said another: "I learned a lot about labor unions and teamsters. I'm thinking about wether (sic) or not I should join one. It's pretty hard to decide."

"Thanks for coming," jotted off another 10-year-old. Now "I know a little more about the teamsters and I know more about different jobs. And most important, I learned how unions will affect me."

"I really liked it when you came in and talked about teamsters, unions, labor contracts and all of those things," said another young man who accompanied his letter with a drawing of a Keebler truck and driver he'd heard about. "I had never heard of a pension plan or fixed incomes before you came in and talked to us."

One lone youngster is still a little unsure about unions, it seems. He wrote: "Your job must be a really hard one. But it also must be fun working for the government."

Another, a boy, decided to go where the money is. "I think that when I get a job it will be important to know about unions," he said. "I think it would be useful because I could make a better decision in choosing my job. And that could bring me more money."

Another youngster really enjoyed hearing about the history behind the union and invited the two back so he could learn more. "I would like to know more about Teamsters," he said, "And so would everybody else. My favorite part was the part about the horses taking off on their routes without the driver."

Another young girl learned a lot from the talk. "The most interesting part of your talk I thought was about teamsters. I never even heard of teamsters until 2 days ago. The 2nd most interesting part of your speech was about the labor union. I found out that my mom is a member of the labor union," she noted.

The topper was probably the response from fifth-grader Mark.

"Thank you very much for giving us the talk about unions," he wrote. "When I grow up I will think of your many ideas such as fixed incomes, social security and health insurance. It is also a good idea to get a fixed income," he noted.

Whether or not any of these youngsters ever join a union, thanks to Local 33 officials, they'll have some idea what unions are about from here on out.

Brothers Heverly and Baker joined in urging other Teamster locals to get active in similar education efforts with youngsters. "We feel that if more of this type of communication is made, starting with the young people, they would be more aware of just what unions are and greatly enhance the image of the Teamsters as a whole," said Richard Baker after the visit. That sounds like a pretty good idea, when you think about it. Aren't children tomorrow's potential members?

ACTIVE IBT LOCALS

COLLINGSWOOD, NEW JERSEY

Backpay Awards For Local 676 Members

In an arbitration case involving two employees discharged by their employer, Pier 1 Imports, Inc., New Jersey Teamster Local 676 emerged victorious, winning reinstatement with backpay and full seniority for Teamsters Joseph Uscilowski and William Shaw.

The case centered on an allegation by a visiting manager to the New Jersey warehouse of the company that he had observed (from a distance) two workers on their break in the parking lot between 100 and 200 feet away smoking a substance he believed to be marijuana. The manager reported the two, who were later suspended and then summarily discharged, without any notice to their local union.

In issuing his ruling for the workers, the arbitrator in the case emphasized that in addition to having no evidence of the charge other than the testimony of the manager who was too far away to accurately judge the situation involved, the company had violated the contract by taking action against the men without contacting their local union representative, without giving them a warning rather than a suspension or dismissal (even if the charges were true) on a first offense, and on the grounds that the contract stated only "drunkenness, proven during working hours or being under the influence of alcohol during working hours" as conditions for immediate discharge.

The arbitrator ordered the two returned to work and made whole for any losses incurred as a result of their discharges.

NEWBURGH, NEW YORK

Teamsters Represent Wakefern Workers

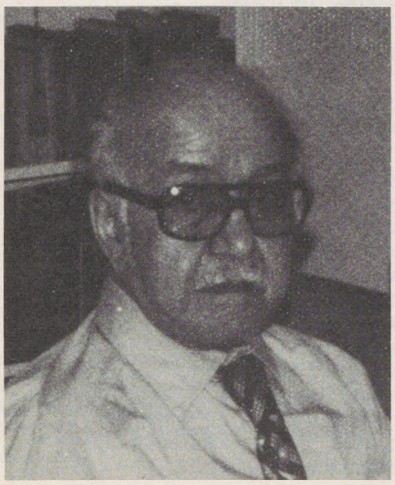
Teamster Local 445 arrived together with spring at Wakefern Foods, a new 29 million dollar warehouse facility in the upstate New York community of Middletown. The resounding 59 to 1 vote was counted in a National Labor Relations Board-supervised election that took place on March 20.

The warehouse is a food distribution center for the Shop Rite supermarket chain and currently employs 70 warehouse people and drivers, a work force that is expected to swell to between 300 and 500 people within the next year or so. Wakefern has a similar facility in Elizabeth, N.J., whose employees are members of Teamster Local 863.



Here, Local 445 Business Agent John Joiner (left), Secretary-Treasurer Ray Ebert (center) and Organizer Joseph Arnita (right) discuss the election results outside the Wakefern facility.

Local 445 Secretary-Treasurer Ray Ebert, obviously pleased by the vote, said, "It is a shot in the arm for us because it represents the type of employer who will grow with the area."



WASHINGTON, D.C.

Former Eastern Conf. Rep. Dies in Pa.

Officers and members throughout the Eastern Conference of Teamsters were saddened recently to hear of the May 11 death of retired Eastern Conference representative, Leon Decker.

Decker, whose Teamster career spanned nearly three decades before his 1966 retirement, joined the union in 1938 as a business representative for Teamster Local 869.

In 1955, Decker was brought to Washington by the late Thomas Flynn, first director of the Eastern Conference, as one of the first representatives of the fledgling conference. There, for 11 years, Decker assisted local unions in both the dairy and bakery trade divisions with their problems.

A colorful negotiator with a unique, personal style, Decker was a strong advocate of areawide bargaining. He was instrumental in the formulation of the first Eastern Conference Area Milk Tank Haul Agreement, along with other area and industry-wide agreements. During his years with the union, he fought hard to gain for the membership the greater job security and benefits which he and other farsighted Teamster veterans believed such coordinated bargaining could provide.

BOSTON, MASSACHUSETTS

J.C. 10 Joins Teamster Scholarship Sponsors

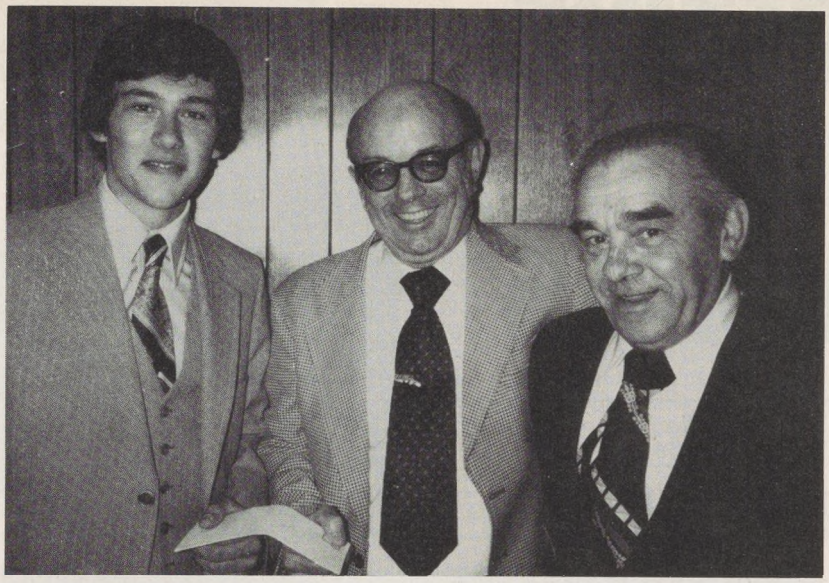
Teamster Joint Council 10 of Boston, Mass. recently initiated an annual scholarship award program, following in the footsteps of many other Teamster affiliates across the country.

Five grants of $1,000.00 each were awarded. They went to youngsters of members of the 32 local unions affiliated with the Teamster joint council. Winners were determined through a lottery drawing, conducted during a recent meeting of the Teamster joint council's executive board.

Teamster Local 42 of Lynn, Mass., had the honor of being the first recipient local to win, with a $1,000 award going to Victor T. Popowicz, son of Hansen Engineering and Machinery Company employee and Local 42 member Thaddeus Popowicz. Victor will be attending Northeastern University in Boston this fall with the aid of the stipend from the Teamsters.

Other J.C. 10 winning students included:

- Diane S. O'Blenes, daughter of Teamster Local 55 member Richard A. O'Blenes, an employee of the Metropolitan District Commission.
- Kathleen Ann Flanagan, daughter of Teamster Local 526 member James Flanagan, Jr., employed by Charles Valoza in Fall River, Mass.
- Cynthia Ann Quinn, daughter of Local 127 member Ronald E. Quinn, an employee of the Massachusetts Turnpike Authority in Boston, and
- Kathy Miranda, daughter of Local 59 member Cezar Miranda, Jr., an employee of Hathaway Machinery Company.



Winners in the first annual competition were announced by J.C. 10 President and IBT Vice President William J. McCarthy.

Shown here, the first announced winner, Victor Popowicz, is congratulated by Local 42 Secretary-Treasurer Richard A. Sewell as his proud dad, Thaddeus Popowicz, watches.

PHILADELPHIA, PENNSYLVANIA

Teamsters Are Proud To Help Deborah Center

The Deborah Heart and Lung Center in Browns Mill, New Jersey, is an institution with a heart. The center, which specializes in the treatment of individuals suffering from heart and lung disorders, has in the 58 years of its existence, become a leading treatment center in the nation.

The non-sectarian, non-profit organization, which has taken care of countless Teamsters from all over the country, is unique in that it treats anyone who comes, but never bills a single patient.

Teamsters for many years have generously supported the center's work and lent their assistance to the Deborah Hospital Foundation, funding source for the hospital's efforts.

Recently, IBT Vice President Maurice R. Schurr, also president of Philadelphia Teamster Local 929, toured the hospital and visited some of the young patients there.

Showing Schurr and others in the group around was Deborah President Emeritus Reuben E. Cohen, Esq., recipient of the 1981 Deborah Humanitarian Award and recent guest of honor at a special award presentation dinner.



Shown here, visiting with young Ruben Dahn and Justin Deboer in the pediatric playroom of the Sylvia Martin Children's World at the center, are from left: Cohen; Schurr, who served as dinner treasurer; Pat Benjamin, president of Charles Benjamin, Inc., rigging contractors, and dinner chairman; and William L. Greenberg, vice president of Deborah, chairman of the charity committee of Teamster Joint Council 53 and head of the dinner steering committee.

ACTIVE IBT LOCALS

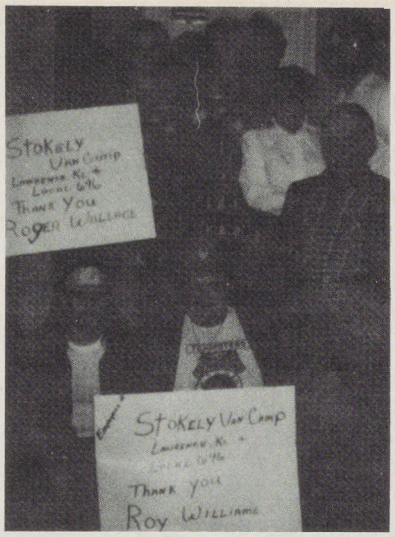
TOPEKA, KANSAS

Ridin' High After Twin Arbitration Wins

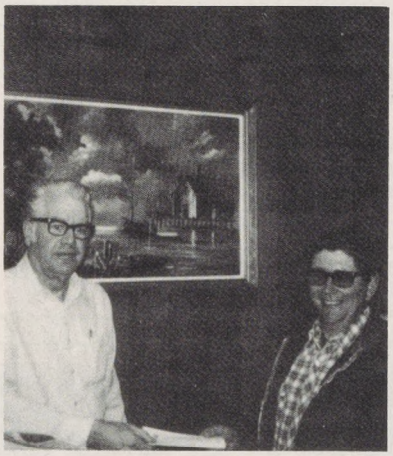
Teamsters from Local 696 are feeling great after two separate arbitration cases resulted in wins for members of the Kansas local.

In the first case, Local 696 won an arbitration award against Stokely-Van Camp of Lawrence, Kansas, after a dispute over a new contract resulted in violations of the labor agreement.

The incident began when the company locked its employees out at Christmastime, 1980, following which the employees went out on a 10-day strike. The local, with the support of then Vice President Roy Williams, Roger Williams of the Central Conference, Walt Englebert of the Western Conference, and employees and locals in Fairmont, Minn., and Indianapolis, Ind., struggled to get the company back to the bargaining table. Finally, they hammered out a contract, which was ratified by the members. Immediately after ratification, however, the company embarked on a two-week maintenance layoff.



1.



2.

The arbitrator hearing the case determined that the company violated layoff provisions of the contract by keeping seven employees who had crossed the picket line during the previous strike. Backpay awards, ranging from $40.00 to $475.00, were ordered paid to 27 employees affected by the decision. In all, more than $5,000 was netted in the case.

In a second arbitration case, more than 40 employees of the Whelan Lumber Company shared approximately $50,000, the backpay award ordered after both an arbitrator and a federal district court judge ruled the company failed to honor its contract by refusing to pay employees a cost of living increase due them.

This company was ordered to abide by the contract's provisions and make the 40 workers whole for the losses they suffered.

1) In the photo at top, some of the Stokely-Van Camp backpay winners and stewards gather with Local 696 Business Representative Bill Moore after receiving their awards.

2) Below, Local 696 President L. A. Moore congratulates Whelan Lumber Company steward Larry Masters, as they look at the backpay award due the workers.



MINNEAPOLIS, MINNESOTA

Local Takes Stand For Health, Wins Case

Teamsters Kenneth Reimers and John Klennert, both members of Minneapolis Local 359, are delighted they had the union behind them after arbitration of their grievances against their employer, Our Own Hardware Co. Both men now are back on the job after winning backpay awards totaling nearly $22,000 to cover pay and benefits missed, after a dispute over their refusal to work more than a 40-hour week for medical reasons. Their local union backed them up in their stance. Here Jack J. Jorgensen, Jr., president of Local 359, congratulates both men as he presents them with their awards. From left with Jorgensen are: Kenneth Reimers and John Klennert, the recipients, and Joe Peterson, chief steward at the hardware company.



FLINT, MICHIGAN

Teamster Police Officials Are Sworn Into Office

New officers of Teamster Local 129, the Michigan Law Enforcement Union, were recently sworn into office by Elton Schade, secretary-treasurer of Teamster Local 372, with Tom Minielly of Local 372 and Leon Cooper of Local 243 witnessing. New Local 129 officers include, from left: J. Allan, secretary-treasurer; B. Mendalalc, president; L. Gradry, recording secretary; A. Dickenson, vice president; and B. Vonn, M. McCullen and J. Caster, trustees.

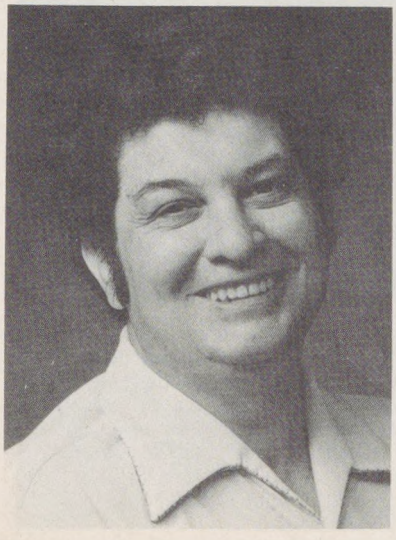
CHICAGO, ILLINOIS

Local 705 Youngsters Win College Assistance

For the 14th year, Teamster Local 705, Chicago, has awarded five $2,000 college scholarships to children of members, with the winners selected on the basis of test scores, performance in high school and rank in class. Awards will be paid at the rate of $500 a year over four years, dependent upon the student's continued satisfactory performance in college.

Shown here, the 1981 scholarship recipients receive their awards from Dr. Darrell Bloom, dean of graduate studies, National College of Education, the program administrator (far left), and Local 705 Secretary-Treasurer and IBT Vice President Louis F. Peick, originator of the program (second from left). Scholarship winners, all sons or daughters of Local 705 members, include, from left: Kathleen Pozdal, daughter of Donald Pozdal of Illinois-California Express; Charmaine Plaiss, daughter of Charles Plaiss, United Parcel Service; Devan W. Decker, son of Darrell R. Decker, Turk Furniture Co.; Vincent Arnone, son of Donald Arnone, Brown Bros. Cartage Co.; and William A. Gunderson, son of Robert Gunderson, Lithocolor Press.





SPRINGFIELD, ILLINOIS

Teamster Honored By Illinois House

Teamster Local 515 Recording Secretary Chuck Klyber represents professional and technical state employees from throughout Illinois. Recently, the Teamster was twice honored for the outstanding job of representation he does—first by the American Society of Association Executives and then by the Illinois General Assembly's House of Representatives.

Klyber recently was named a Certified Association Executive (CAE) by the society, which represents nearly 10,000 association executives encompassing local, state, regional and national trade and professional associations in the United States. Klyber thereby joined an elite group of only 825 men and women in the U.S. so honored, after demonstrating "outstanding personal and professional accomplishments" and by successfully completing a seven-hour written examination.

The Illinois House of Representatives took note of this outstanding award in its own resolution of praise for the Teamster, congratulating Klyber on the CAE honor and commending him for his "unswerving dedication to excellence."

Klyber, "through his caliber of work, brings honor to the Illinois Association of Highway Engineers and to the association management profession," the Illinois resolution noted.

ACTIVE IBT LOCALS

HOUSTON, TEXAS

This Youngster Really Knows How to Raise 'Em



Howard Rogers (right), son of Teamster Local 988 member H. M. Rogers, must have taken really good care of this handsome animal, since its lines and bulk were recently judged good enough to earn it (and its proud owner) Grand Champion F.F.A. Steer Award honors at the Future Farmers of America competition finals held at Klein Forest High School.

Howard's father, a longtime employee of East Texas Motor Freight, was on hand to see his son awarded the grand prize, as well as a hefty check for $7,800.00 from the judges. The animal was sold by its young owner to Continental Casing of Houston, Tex.

NEW ORLEANS, LOUISIANA

Southern Teamster Wins in Arbitration

Nathaniel Wheeler, a member of Teamster Local 270 in New Orleans, La., and employee of the St. Charles Grain Elevator Company, was recently the recipient of a $4,640.03 backpay award, won for him in arbitration by Local 270.

Brother Wheeler, a 10-year employee of the grain elevator, was brought up on charges after a young supervisor alleged that he had caught the veteran worker smoking in a no-smoking area. Without witnesses to the incident, the company decided to back its supervisor, inexperienced though he was.

In arbitration, the union successfully presented the Teamster's side of the story, winning for him both backpay and a return to work.

Brother Wheeler expressed his gratitude to the union at a recent Local 270 membership meeting, at which he rose to say: "I thank God for the Teamsters Union; without them I would be out of a job today."

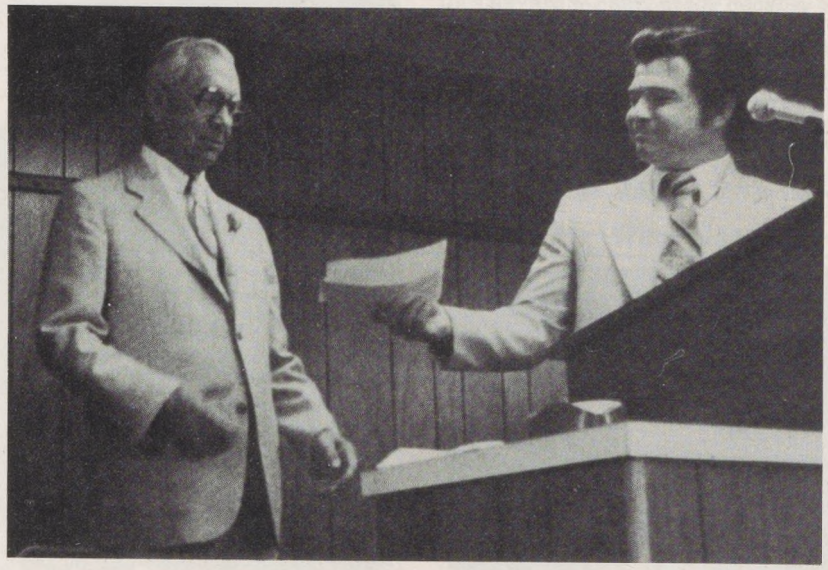
CHATTANOOGA, TENNESSEE

Teamsters Assist Local Charity

Friday, May 15, 1981, was the day the "world's longest coffee break" began down at Local 515's headquarters in Chattanooga, Tenn.

The break, a part of "Operation Brotherhood," the Teamster local's program to raise needed funds to help the Chattanooga Birth Defects Center do its work, ran continuously through Sunday, May 17, and gave Teamster members and their families a chance to enjoy a great time while benefitting a good cause.

Fun, games, entertainment, door prizes, raffles, auctions, games of chance, along with good food and music, laughter and a rollicking good time—these were the ingredients that for the fourth year in a row brought Teamster brothers and sisters together. Their camaraderie and generosity over the 48 hours resulted in a whopping $9,500 contribution to the center. Combined with $500 raised by the Tennessee and Georgia Dancers Club during the weekend



at a dance, it added up to a giant $10,000 contribution to the charity.

Here Local 515 President Robert C. Logan, Jr. (right), presents a check for the proceeds to Dr. Walter Boehn, founder and director of the center. Noting that Teamster contributions to the center since 1978 now stand at a grand total of $49,000 over the four-year period, Boehn said Local 515 stands proudly as its largest single benefactor, for which he and the center are extremely grateful. He thanked the Teamsters for their continuing efforts to help children born with birth defects.

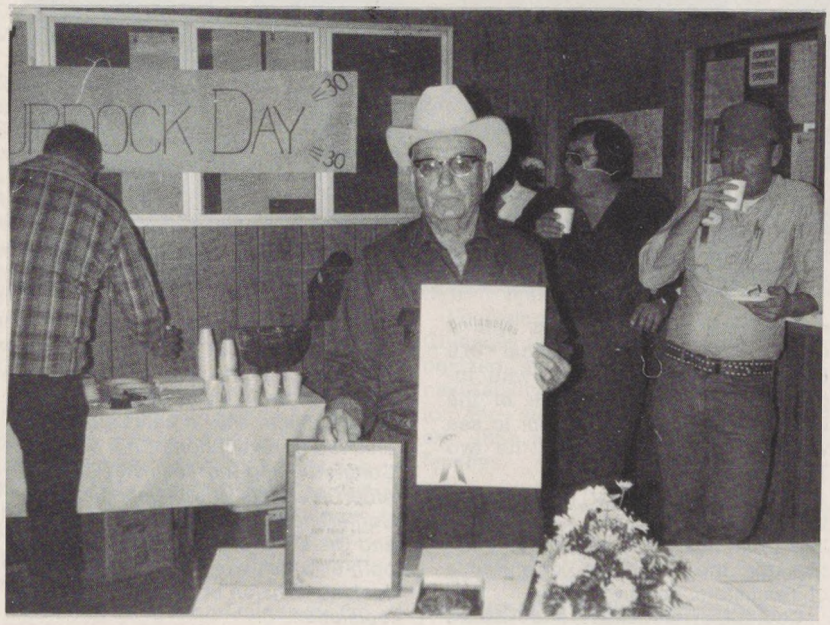
SAN ANTONIO, TEXAS

Retiring Teamster Has Laudable Record

When Teamster Local 1110 member Joe Koch retired recently from Lone Star Brewing Company of San Antonio, he left behind a laudable work record of 31 years' employment without one absence due to illness or lost time accident.

Koch, long an active union member and former member of the local's executive board, credit union supervisory committee and sergeant-at-arms committee, here is congratulated on the special award he received for accomplishing this feat by Lone Star Executive Vice President John Brezezinski (left) and George Eichler (right), secretary-treasurer of Local 1110.





HOUSTON, TEXAS

'Fred Murdock Day' Honors Area Teamster

Not everyone can have a special day named in his honor, but that was the tribute bestowed recently on Teamster Local 988 member Fred Murdock of Houston, Texas.

Murdock was so honored several months ago, when the 30-year Teamster veteran and United Transport employee also was awarded a 30-year, three million mile safe driving award.

Members of the Houston City Council presented Murdock with the special proclamation from Mayor Jim McConn, proclaiming the day in his honor and lauding Fred as one of the "true guardians of the highway" and an inspiration to work with. Here, he is shown with his awards.

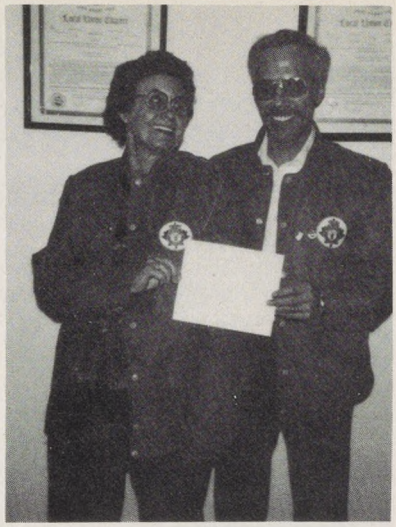


FORT SMITH, ARKANSAS

Teamster Completes Two Million Miles

M. E. "Buck" English, a member of Arkansas Teamster Local 373, is shown here with a beautiful plaque and gold pocket watch he received recently for compiling a safety record of more than two million accident-free miles. Buck has been employed by the Rheem Manufacturing Co. for 22 years.

ACTIVE IBT LOCALS



CALGARY, ALBERTA, CAN.

Local 987 Pension Plan Pays First Benefits

Teamster Local 987 member Rose Pudwill (left), a recent retiree from Alpha Milk Company in Calgary, Alberta, has the distinction of being the first recipient of Local 987's new pension plan with the company, which became effective September 1, 1980.

Pudwill began her working career back in 1942 at Crystal Dairies in Medicine Hat, Alberta, in the days before dairies were unionized. Here Pudwill, a Teamster since 1946, receives her first pension check from Local 987 Secretary-Treasurer Wayne Murray.

HAMILTON, ONTARIO, CAN.

When You're Right, You're Right

They say you can't fight City Hall, but some Teamsters up at Local 879 in Hamilton, Ontario, Canada, did just that recently with outstanding results.

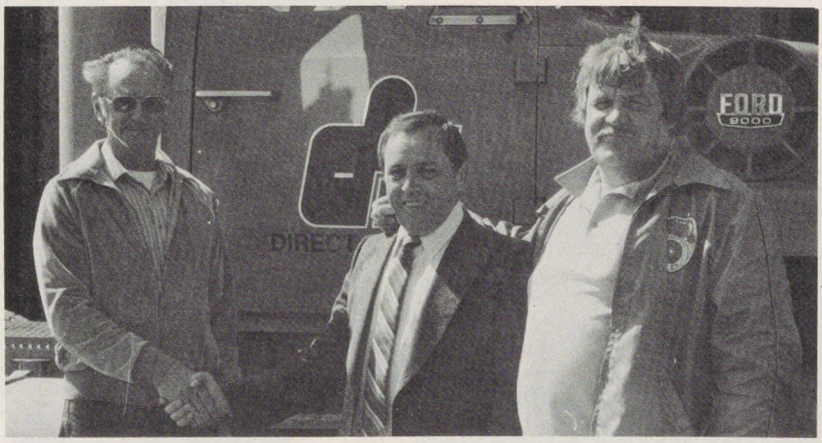
Local 879 member Charles Teal found himself suddenly out of work, after 25 years as a driver with Direct Trucking, thanks to legislation existing in Ontario. It seems that back in December, 1978, the Teamster suffered a heart attack, which cost him not only his job for three years, but his Class A license to drive, which was revoked automatically, as were those of hundreds of other men each year who suffered from heart attacks or diabetes.

Doug Shephard, another Teamster, lost his job with Maislin Transport after 27 years of driving because he also suffered a heart attack.

It was then that Local 879, touched by the plight of the two Teamsters deprived of their livelihoods, began looking into the situation. Both are now back on the job, thanks to Canadian Teamster officers' efforts.

The legislation in question was passed in 1977 by the Ontario legislature at the request of the country's Department of Transportation, restricting all drivers who suffered from either heart conditions or diabetes to Class D licenses, which allowed them to drive ordinary trucks only. The legislation immediately began adversely affecting drivers, many of whom, like Teal and Shephard, were deprived of their jobs, even after their recoveries.

It was a case of the government, with the aid of the medical association, deciding who could and could not operate transport trucks with a Class A license, said Local 879 Business Agent Diz Dean, who together wtih Albert Marinelli of the Canadian Conference, set out to see what he could do to help the two Teamsters.



On the road again is Teamster Local 879 member Charles Teal (left) who recently won his Class A license to drive transports in Ontario back, after a heart attack resulted in revocation of his permit. Congratulating the Teamster are Albert Marinelli of the Canadian Conference of Teamsters (center) and Diz Dean of Local 879 (right), both of whom were instrumental in seeking revision of the Ontario legislation.

"There was little or no hope for two or three years," Dean said, "until Mr. Marinelli, the representative for the Canadian Conference of Teamsters, got involved."

Countless meetings and letters ensued as the Teamsters made their case. Finally on March 1 success came. The legislative rule fell, after action by the Ontario legislature.

Within days Teal and Shephard were taking physicals administered by both their regular physicians and specialists and were being interviewed by the Department of Transportation. Three weeks later, their Class A licenses were returned and both went back to their jobs.

The change in legislation doesn't necessarily mean every driver will regain his license, Marinelli pointed out. Each person must reapply, and understand his condition and how to handle it before the license will be renewed.

"At least there is hope for some," now though, Dean adds. "Each case will be assessed on its own merits."

Although both are aware of potential safety factors involved, Dean and Marinelli pointed out that the revision at least permits drivers who can go back to work the opportunity to do so. Before, they noted, the department had a form of appeal, but usually any request would be turned down. "The department was very strict," Dean noted.

Now each case will be considered individually.

STOCKTON, CALIFORNIA

Teamster Family Patriotism Is Honored by Military

It's not every American (or Teamster) who can have a major U.S. Army training facility named after his family, but then there aren't many families like that of Teamster John Quinones.

Quinones, a Local 439 member and Moore Truck Lines truck driver for more than 28 years prior to his 1978 retirement, and his wife, Christina, an active member of Cannery Workers Local 601 for 36 years, recently saw their family name so honored at the dedication of a new $1.8 million U.S. Army and Marine Corps reserve facility adjacent to the Sharpe Army Depot in Lathrop, Calif.

The Quinones Armed Forces Reserve Center is home to the 1st Battalion, 360th Regiment, 1st Brigade (OSUT), 91st Division; Company B, 820th Engineer Battalion, 124th Army Reserve Command, and Company E, 2nd Battalion, 23rd Marines, 4th Marine Division.

It was dedicated recently in the Quinones family's honor because, as the San Joaquin County Board of Supervisors noted in a special proclamation, "the Quinones family has a history dating back to World War II of patriotism and love of country that saw four of the Quinones brothers join the Army and fight for their country, with two of them losing their lives, and two younger Quinones brothers following the family tradition by serving during the Korean War."

Over the years two sons of Teamster John Quinones also served in the armed forces, fighting in Vietnam, while four sons of Bernardino Quinones, John's brother, served or are still serving with the Marine Corps, adding a second generation of Quinones relatives to have served their country.

In talking with John Quinones, the family's story becomes even more interesting. John's father, Refugio, was born in Mexico, but came to the United States as a boy and raised his family of eight sons, including John, here.

"Your country is first. Everything else comes after," John Quinones remembers hearing his father say. "If there is a war and they need you, you'll go into the Army."

For his efforts during World War II, during which Quinones and fellow paratroopers in the Army's 503rd Infantry Regiment saw action in the Philippines and at Corregidor before John was wounded in hand-to-hand combat with Japanese soldiers, the Teamster was awarded the Silver Star, Purple Heart, Asiatic-Pacific Campaign Medal with a bronze star and arrowhead and the Philippine Liberation Ribbon.



Here Teamster Local 439 member John Quinones displays some of the World War II medals he won, while his wife, Christina, holds a photo of a more youthful John in uniform. The Quinones name now is proudly displayed on a new armed forces reserve center in California, commemorating the family's generations-old patriotism and loyalty to their country.

His brother Bernardino served with the U.S. Navy's Pacific Fleet and was awarded the Asiatic-Pacific Campaign Medal, the World War II Victory Medal and the American Campaign Medal.

Both say they would do it again and that they are willing to make as great a sacrifice as their dead brothers for the sake of the United States.

"I'd go again," says John, proud of the patriotism his brother Bernardino and the rest of the Quinones clan share with him. "I'd go right now if they called me."

Following that credo is now a Quinones family tradition, one recognized at the dedication for the new facility. It was a proud moment for the surviving Quinones brothers, John and Bernardino, and their families.

The dedication program notes: "We have come together to honor an extraordinary family for their distinguished service, patriotism and dedication in the quest of preserving freedom for mankind." It goes on to say that the reserve center specifically honors John and Bernardino for their war service and their brothers, Joe and Louis, for their deaths.

"Things like this just don't happen to a lot of families," said John's son, David, at the dedication. "It's a great honor."

NAPA, CALIFORNIA

Teamsters Get Support For Their Strike

Among those on hand to lend assistance to Teamster Local 373 members on the picket line outside Carither's Department Store in Napa, California, recently were representatives of area unions, including, from left: Teamster Local 490 Secretary-Treasurer Tom Williams; Local 490 Trustee Fred Jorgensen; Local 373 President Frank Collard, and Butchers Local 532 Business Agent Otis Johnson. Local 373 reports that its picket line received full support by organized labor in the Solano-Napa area.



ACTIVE IBT LOCALS

TACOMA, WASHINGTON

Big Backpay Award Pleases Teamster

Teamster Local 313 member Ellory A. Buddle knows it pays to belong to the Teamsters Union; he has a $66,237.01 backpay award to prove it. Buddle (right) here receives a check representing the arbitrator's award for backpay and benefits from Tacoma Local 313 Secretary-Treasurer Robert W. Thurston. Buddle is back at work now, thanks to his local union, which successfully negotiated his grievance against the Pierce County road district, after a dispute centering on violation of seniority and misassignment of work.





PORTLAND, OREGON

J.C. 37 Teamsters Do A Little Lobbying

Members of Oregon Teamster Joint Council 37's political action committee had the chance to meet with Oregon governor Victor Atiyeh during the recent Oregon legislative session and seized on the opportunity to discuss a variety of topics, ranging from highway maintenance to law enforcement, with the governor. Shown from left discussing the issues are: Mary Laski, business representative for Teamster Local 223; Roy Juul, business representative for Local 223; Governor Atiyeh; Jim Nolan, secretary-treasurer, Teamster Local 255, and Walter L. Chapelle, J.C. 37 representative.

SACRAMENTO, CALIFORNIA

Teamsters Win Suit In Organizing Case

The law says workers have a right to organize. Sometimes employers forget that. Teamster Joint Council 38 recently reinforced both those points when it won reinstatement with backpay for Marilyn Ehrler, a school bus driver from Ceres, Calif., after she was fired for helping to organize fellow workers into Teamster Public Employees Local 165 of Sacramento.

The National Labor Relations Board, which issued the verdict on the Ehrler case, decided that the employer's conduct had been completely out of line, so much so that on election day the NLRB impounded the ballot box without counting the votes and immediately ordered a rerun election.



Here going over the board's verdict together are J.C. 38 Representative Terry Shorey and Storer Transportation driver Marilyn Ehrler.

VALLEJO, CALIFORNIA

Teamsters Join Newspaper Organizing Committee

Setting their sights on the unorganized newspapers in the Northern California area, Teamsters recently joined in forming a unique labor coalition, the goal of which is to bring the area's non-union papers into the labor fold.

The coalition which will do the organizing consists of all major unions involved in the industry. In addition to the Teamsters, these include the San Francisco Newspaper Guild and the Typographical Union, which encompasses both the typesetters and printers and the mailers in the area's unionized operations.

The committee has as its coordinator Teamster veteran Jack Goldberger, retired Joint Council 7 president. Teamster Local 490 Secretary-Treasurer Tom Williams serves as treasurer, while Local 490 organizer Ward Allen is handling the field work.



Shown here, members of the committee formulate their strategy for the upcoming organizing drive. Standing from left are: Don Abrams, BATU Local 21; Tom Williams, Teamster Local 490; Bob Ryan, Mailers Local 18; Doug Cuthbertson, SFON Guild. Seated are from left: Al Gomez, Mailers Local 18; Jenny McClure, BATU Local 21, and Helen Palter, SFON Guild.

LOS ANGELES, CALIFORNIA

Teamster Paper Wins Press Competition

The *Southern California Teamster,* official publication of Teamster Joint Council 42, garnered top honors in the first annual Western Labor Press Association labor journalism competition, held recently in San Diego.

The newspaper picked up two first place awards and one second place honor out of three contest categories entered in the competition. The paper took top honors in both the "Best Series of Articles" and "Best Makeup" categories, and second place honors in the "Best News Story" class, this for an article on a worker's right to refuse to perform dangerous tasks in the workplace.

"We are extremely proud of how our Teamster newspaper fared in the competition among labor papers from throughout the western United States," said Teamster Joint Council 42 President Michael J. Riley. "These awards are another example of Teamster excellence in all aspects of unionism," he added.

The Western Labor Press Association is comprised of more than 100 member publications in the western United States and Hawaii. There were seven contest categories, with labor papers eligible to enter any three, so *Southern California Teamster's* performance in its first competitive endeavor really constitutes a clean sweep. Congratulations!

REMINDER ON YOUR WITHDRAWAL CARD

Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.

CONSUMERS' CORNER

RISING property values and the cost of materials and labor, pushed up by inflation, can quickly outdate the homeowner's insurance policy, especially if it hasn't been checked for several years.

Consumers must decide, with the help of an agent, the degree of coverage, type of policy and dollar amount. The term "Replacement Coverage" refers to a policy offering the amount needed to completely rebuild your house in event of a loss. Insuring your house for at least 80 percent of the *replacement cost, not* the market value, will enable you to collect 100 percent of the cost of replacing it in the event of total loss, provided that cost doesn't exceed the amount of your policy.

If your house isn't insured on the basis of replacement value, you will be reimbursed on the basis of *actual cash value* for restoring or replacing the item. Depreciation of the item is taken into account, so you will receive a percentage of its replacement cost. Be aware of this important difference when you are shopping around for homeowner policies.

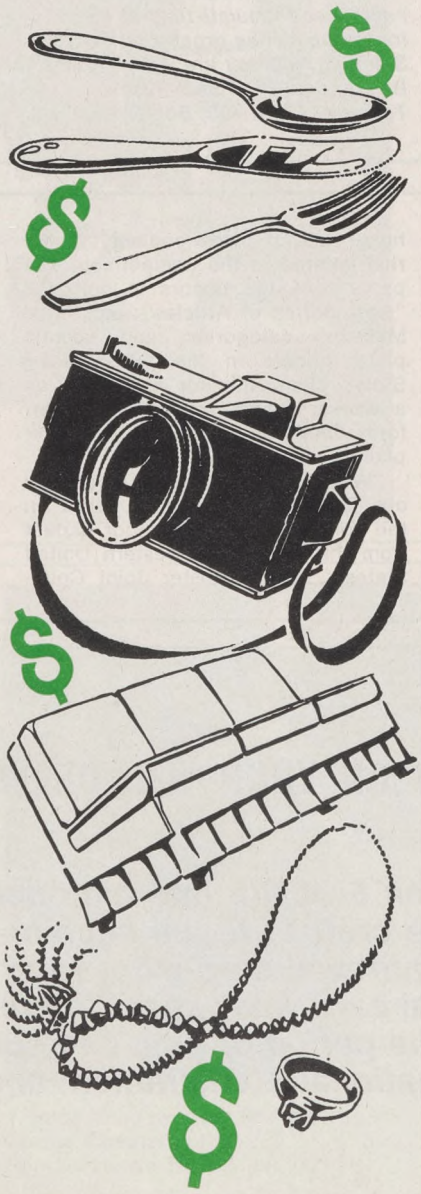
The fact is that the type of coverage most people have won't pay the full cost of replacing possessions. It pays only the "actual cash value." This is the replacement cost, less depreciation. As an example, a sofa bought six years ago for $600 might cost $900 to replace today. But a claims adjuster could allow only $360 even though a sofa might be in excellent condition, because upholstered furniture normally depreciates about 10 percent a year.

Basic homeowner's insurance coverage includes home and contents. In order to expedite matters when you file a claim after a loss, you should keep an updated, complete inventory of items in your house. It's also a good idea to photograph them. Save all receipts, dates of purchases and other pertinent information in a safe deposit box.

Some insurance companies offer policies with built-in increases, anticipating inflation. It is recommended that if you own antiques, coin collections, jewelry or other expensive items which appreciate with age, that it would be wise to have them reappraised periodically. You can then raise the level of overall coverage or take out a *floater* to cover specific items.

If fire or other disaster strikes, notify your agent, broker or insurance company immediately. If you can't live at home, your basic homeowner's policy will provide a certain amount of money for living expenses elsewhere. Once the claim is filed:

- An adjuster will be sent to inspect damage and give an estimate on repairs.
- Even so, get an estimate from your own contractor.
- Request a cash advance from your insurer for initial expenses like boarding up windows to prevent vandalism. Your policy covers this.
- Don't have permanent repairs done until both you and the company agree on the cost of repairs. The company can refuse to reimburse you for any damage repaired prior to its inspection.
- Have your property taxes lowered by the assessor until the house is restored to its previous value.
- Hire a public adjuster if there's considerable damage. He will act as your agent in negotiating a settlement with your company for a fee of about 10 percent of the settlement.
- When complaining to the insurance company or government, state clearly what you disagree with, what you want and include documentation.



A cause of dispute over insurance claims is that people don't keep receipts or other records which could prove what they paid. An inventory also is desirable. While not as conclusive as the actual receipts, state insurance departments advise that an inventory does provide at least a starting point for discussion even if the insurance adjuster does knock down some of it.

Many companies now offer full replacement coverage on personal property losses. You can check with your state department of insurance for the names of companies offering full replacement value.

It is possible for homeowners to reduce their premiums by taking a number of optional deductibles on their homeowner's policy as they do with their auto policies.

The Insurance Information Institute offers two booklets for consumers, *Insurance for the Home* and *Tenant's Insurance Basics.* They are available free of charge by writing to Insurance Information Institute, 110 William Street, New York, N.Y. 10038.

TEAMSTER SPORTS!



It's fishin' season so retired Teamster Local 41 veteran Joseph G. Kalny, a former employee of Crooks Terminal Warehouses and Wagner Cartage, Inc. sent along this recent photo taken after he tried his hand at tarpon fishing off the coast of Costa Rica recently. Brother Kalny is shown at center displaying a 60 pound tarpon he snared. His friends are two French fellow fishermen he met at Parismina Tarpon Rancho where he spent his vacation.





The fish were really running the day Teamster Local 311 members Willie Grissum, a shop steward at ITT-Grinnell, and his co-worker John Oechsler ventured out at Indian River, N.J. recently. Here can be seen two of the 25 fish bagged that day, as the duo start to get one ready for the frying pan and some tasty eating.



Teamster Local 96 members John Serpa (left in photo) and Jim Flaherty (right), along with their friend Jerry Smith (center), recently had some great luck, while fishing just outside the Golden Gate Bridge aboard the fishing boat "New Keesa," out of Berkeley, Calif. The three are shown here displaying four beautiful halibut caught during the trip, the largest of which weighed in at 35 pounds. Brothers Flaherty and Serpa are both drivers for the Oakland Tribune.



Los Angeles Teamster Freight Handlers Local 357 hosted its third annual "Baja Mud Festival" fishing trip recently. Three lucky Teamsters each boated nice-sized marlin on their first big game fishing expedition south of the border. The skillful anglers, displaying their catches, are from left: Shop Steward Danny Torres (Big Pine Trucking); Dallas Wimer (dispatch hall) and Shop Steward George Black (Yellow Freight). Coming up empty were veteran anglers, including: Local 357 President Harry Bowers, Business Agent Bob Aquino and Dispatcher Rick Wright.


MAKE
SAFETY
A PART
OF YOUR
VACATION
SAFETY

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE September 1981





MESSAGE FROM GENERAL PRESIDENT ROY L. WILLIAMS

AS OUR NATION prepares to honor the millions of working men and women who are the backbone of our free enterprise system, let us pause to reflect on both the greatness of America and the greatness of her people.

Throughout this land we see Americans proud of their country, proud of their flag and proud of the heritage that is uniquely ours. That is America.

America is also the home of the greatest work force in the world. A nation of people who are ingenious, idealistic and industrious. It is these people who make America great.

Teamsters are proud that we are part of the greatest free labor movement in the world and represent almost every aspect of labor.

Our hopes and aspirations are for a better economy and better conditions for all working men and women, and toward this end Teamsters are pledged to assist in any way we can.

And, with that goal in mind, let all of us this Labor Day honor these men and women who strive every day in every way to keep America great.

Also, this Labor Day weekend, as in the past, the Muscular Dystrophy Association sponsors its annual telethon with host Jerry Lewis. All of labor has generously supported the Muscular Dystrophy drive in the past.

As a charitable cause that is very important to me and many other brothers and sisters, I urge you to participate and contribute in any way you feel you can.

The dollars we contribute buy comfort in the present and hope for the future for millions afflicted by dystrophy and related neuromuscular disorders. Research services to patients and their families and programs of public and professional education all are supported by our contributions.

MDA is a charity important to all of us, and as a vice president on the board of the Muscular Dystrophy Association, I, personally, am proud to lend my name to this very worthwhile cause.

Meanwhile, I wish for all my brothers and sisters a very happy and safe Labor Day. This is your day!

Roy L. Williams

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Teamster
DEDICATED TO SERVICE

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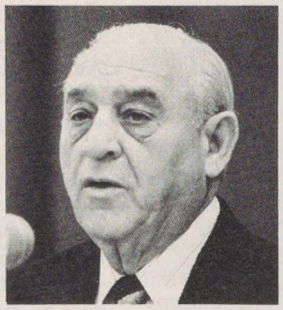
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Editorial material should be addressed to:
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TEAMSTERS URGE CONGRESS NOT TO ACCELERATE AIRLINE DEREGULATION



As Teamster Local 732 Secretary-Treasurer William Genoese testified on airline deregulation, Teamster Legislative Counsel Bartley O'Hara and IBT Attorney James McCall (behind Genoese, left and right) monitored the proceedings.

TESTIMONY against proposed acceleration of deregulation in the airline industry was offered to a House subcommittee by a Teamster expert recently on behalf of the International Union.

William Genoese, secretary-treasurer of Teamster Local 732—an airline and aerospace employee union headquartered in New York City—appeared on Capitol Hill as a member of a panel of labor spokesmen opposing two House bills, H.R. 3562 and H.R. 4065.

The labor testimony was tantamount to an oversight hearing on the Airline Deregulation Act of 1978.

Genoese presented a review of what has happened since the deregulatory law went into effect, and offered a list of five recommendations proposed by General President Roy Williams on behalf of 35,000 Teamsters Union members employed in the airline industry.

Listening to the IBT presentation were members of the subcommittee on aviation of the House Committee on Public Works and Transportation under the chairmanship of Rep. Norman Mineta of California.

Speaking as an experienced officer of a Teamster local union representing 8,500 airline workers in the New York area, Genoese told the congressmen flat out:

"We are against H.R. 3562 and H.R. 4065."

The first measure, called a "Sunset Act," would do away with the Civil Aeronautics Board eventually; the other proposal would take away labor protective provisions for all people working in the airline industry.

"We believe," said Genoese, "that the evidence of the adverse impact of deregulation so far requires that a re-evaluation of the regulatory structure be made, rather than compounding the existing problems by the complete deregulation of the domestic airline industry."

He then offered the list of recommendations from the International Brotherhood of Teamsters:

1. In view of the apparent failure of the present form of regulatory change, Congress should delay rather than accelerate further deregulation.

2. Congress should enact legislation to guarantee workers in the air transportation industry the right to organize and bargain collectively without fear of discharge, coercion, and long delays to redress such wrongs as happens now under the Railway Labor Act (which covers airline workers).

3. Carriers should be required to provide fair wages and equitable working conditions as a prerequisite for receiving operating authority.

4. In view of the increased unemployment since airline deregulation, the Secretary of Labor should propose—and Congress rapidly approve—rules for the effective administration of the preferential hiring provisions in the deregulation act. Also, the CAB

NORTHWEST FLIGHT ATTENDANTS GIVE ENTHUSIASTIC 'YES' TO NEW THREE-YEAR PACT

FLIGHT attendants from Northwest Airlines, Inc., July 29 handed the Teamsters Union Airline Division an overwhelming victory when they ratified by a two-to-one margin a new three-year contract negotiated for them by the IBT division.

Member approval came at a ballot count conducted in Minneapolis, Minn., after a national mail referendum among the unit. As the ballots were tallied, it became obvious that the airline employees had enthusiastically voted to accept the new pact and the many major improvements in benefits, pay and working conditions it provides.

With 1,849 flight attendants voting, out of an eligible unit of 2,200, the final count was 1,271 for acceptance to 578 opposed.

The new pact, which covers 2,200 workers of the airline domiciled in four locations around the country, including Minneapolis, Minn., Seattle, Wash., Chicago, Ill., and New York, will run until January, 1984.

should promulgate effective regulations to administer the income maintenance aspect of the law's labor protection program.

5. Enact legislation to require that labor protective provisions be adopted in the event of airline mergers and consolidations, and commit enforcement of these provisions to the Department of Labor in the event the role of the CAB is terminated.

Finally, declared Genoese, the IBT takes its position because the proposed legislation "doesn't do anything for the workers in the airline industry."

It was in the question-and-answer session where Genoese, speaking extemporaneously, provided the lawmakers with their greatest enlightenment by way of offering some strong reminders. At one point he said:

"When the proposal for airline deregulation came along, the airline industry couldn't get its act together—whether to be for it or against it. Some were for, some against. Some said it would be disastrous, some said it would be great.

"The airline industry seemed to go all different ways because they were competing against each other in a glamorous enterprise.

"Representing the workers, we feel deregulation has been bad for the industry. You can see a lot of the top heads of these companies—they come in for a short period of time for a short gain, and then they depart, leaving the workers in a dilemma to the extent of which way the airline is going to go."

Genoese cited figures to prove his point:

"In 1981, the first quarter, Pan-Am had a loss of $114.5 million. American lost close to $4 million. Braniff lost $25 million. Continental lost $26 million. Northwest lost $7 million, and Republic lost $15 million. TWA lost close to $72 million, United $27 million and Western, they lost close to $2 million."

The figures made the congressmen reel for they were one kind of evidence that deregulation had hurt the airline industry rather than making it a more solid and efficient form of transportation.

"What happens here," continued Genoese, "is the airlines then turn around and ask, 'Where are we going?' "

Even as the industry's major leaders suffer and wallow in red ink, Genoese declared, they continue to show no concern about protecting their employees in any manner. He explained:

"They are not going out of their way whatsoever, and they are going to come here to Congress and say, 'We don't want labor protective provisions —we want to do what we want.' "

Genoese said it has been difficult for unions to get the cooperation of the airlines in terms of protecting the employees. Instead, he said, "they want us to do a hatchet job on New York Air to save them, but they don't want to save our particular people in some shape or form."

Come contract time, the companies that are in trouble seek concessions, said Genoese. However, the airlines don't go to the oil companies that charge increasingly higher prices for fuel or to the firms that manufacture the planes and charge millions more than two years ago.

"Somewhere down the line," said Genoese, "we have to make sure the worker is protected and the government has to come to that position because nobody is addressing that problem whatsoever."

Asked by a congressman about the trend of employment in the industry since deregulation, Genoese reeled off another list of impressive numbers:

"In all the major airlines, it is down. . . . The six major carriers: American Airlines down 4,500 people; Braniff down 3,200 people; Continental down 1,700 people; Pan American down 4,000; United down 4,000; and Western down 1,200 people—who have skills, talents and long service . . ."

In general, the testimony of Genoese and the other labor representatives showed that deregulation has given birth to an invasion of small non-union airline companies which then succeed well enough to have a negative impact on the established air carriers.



Genoese persuasively details the plight of airline employees.

The major companies, faced with losses, then begin laying off thousands of employees who made it possible to achieve dominance in the industry. The newly discharged workers, many of them with years of experience, cannot get work at the newly rising non-union carriers who, of course, will not consider hiring them because they are "spoiled" by unionism.

The upshot is that the airline industry, in a broad sense, is losing a large chunk of its human skill and experience—all in the name of deregulation—and that so far the unions have been unable to succeed in getting the government to implement the labor protective provisions to help the "victims of progress."

Genoese told the Representatives in the hearing room that the Civil Aeronautics Board has yet to determine whether any workers in the airline industry have lost their jobs because of deregulation since 1978.

As he put it, "Nobody has received a dollar."

IBT MONITORS PATCO STRIKE SITUATION

Teamster General President Roy L. Williams August 4 issued the following statement when asked to comment on the air traffic controllers strike then in progress by PATCO against the nation's air terminals. The Teamsters hope that by the time our members read this the PATCO strike will have been settled equitably, peacefully and safely.

"While you can never take a man's right to strike away, until such time as we have a mechanism such as binding arbitration, this is a problem that will continue to confront us. I, like many others, am hopeful that a solution involving the air controllers is imminent. Public employee strikes are always of great concern, not only to labor, but the entire country. I think this again points up the need for a mechanism to settle such disputes."

WILLIAM PRESSER, president of Ohio Teamster Joint Council 41 and retired fifth vice president of the International Brotherhood of Teamsters, died July 18, 1981, after being stricken with a sudden, massive heart attack at his home.

The 74-year-old veteran Teamster leader had led a varied career since he first became a member of the trade union movement in his early teens.

Presser, the son of Austrian immigrant parents who started a window cleaning and janitorial service, began his work career as a member of the Hatters Union, before marrying and opening a dry cleaning shop. Shortly thereafter, intrigued by the merger of the Tailors Guild into the Dry Cleaners Union, Presser turned his hand to enlisting new members for the burgeoning union, becoming at 19 its president and leaving behind his dry cleaning business.

Now bitten by the organizing bug, Presser next turned his attention to organizing vending machine servicemen as a business representative for the International Brotherhood of Electrical Workers.

In 1953, after an agreement was reached between the IBEW and IBT, Presser came over to the Teamsters, bringing with him the vending machine workers. Subsequently he became president of Teamster Local 555.

Within two years, the enterprising newcomer had become president of Teamster Joint Council 41, with 23,000 members under him. Over the years, that membership figure would swell to more than 125,000 under his leadership.

After first being tapped to serve as an International trustee after the retirement of John Rohrich in 1966, Presser in 1967 became a vice president of the Teamsters Union, a post he resigned in 1976.

During his years as a Teamster, Presser served under presidents ranging from Dan Tobin to Roy L. Williams and etched for himself a place in the hearts of Ohio Teamsters. Presser, father of incumbent Teamster Vice President Jackie Presser, in addition to being a member of the union's general executive board for more than nine years, had held countless other union offices, including trusteeships on both the Ohio Teamsters Welfare Fund and the Central States Pension Fund, and ranking offices in the Ohio Conference of Teamsters.

The Teamster leader was honored many times over the years at tribute dinners for his civic and charitable endeavors, among them interests in State of Israel Bonds and the Parents Volunteer Association for Retarded Children. Perhaps one of the best tributes ever paid him came, though, from Ohio Governor James A. Rhodes, who on hearing of Presser's death said Presser "was an outstanding labor leader who has fought the battle for his members over a long period of time. His constant dedication and devotion to the senior citizens program of his members and other senior citizens of Ohio will leave an indelible imprint."

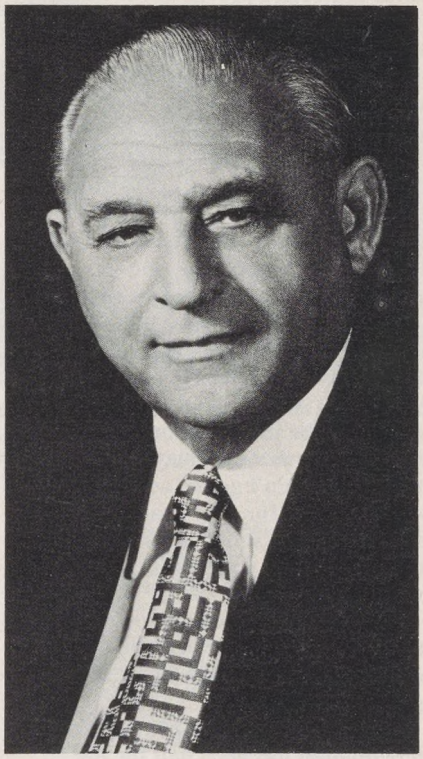
While those programs he espoused and fought for so long will now stand as a lasting tribute to his memory, Teamsters will remember him as a concerned, but also tough and effective union leader and advocate for workers.

Just a few months ago, delegates to the Teamsters convention saw Bill Presser—not on stage with other officers and former officers—but seated among the delegates from Joint Council 41. At that, his last Teamster gathering, the mighty voice rang out time and again as he rose to floor mikes to address the delegates and exhort them to go with the wishes of the majority for the good of all.

That voice may be still now, but William Presser leaves behind a dedication to the union movement and a concern for all Teamsters, Ohioans and others, that will live on long after him.

On hearing of his death, Teamster President Roy L. Williams, calling Presser the "consummate trade unionist," and a "guiding light for the rest of us" was moved to remark: "For me, Bill Presser . . . was a mentor and my friend for 33 years. Through his guidance, assistance and friendship he helped me to see that trade unionism was more than a job; it was a lifelong commitment.

"This Teamster's Teamster will be deeply missed," he concluded.



William Presser

1907 - 1981

Retired Vice President



Jean C. Bergaust, special assistant to the executive director of the White House Conference on Aging, joins retired Teamster Vice President Einar O. Mohn, now prominent in the National Council of Senior Citizens, and George Shelp, president of the Teamster Joint Council 43 Retiree Clubs of Michigan, for a discussion during the headquarters meeting.

TEAMSTER RETIREES GET REPORT ON LEGISLATION AT IBT SESSION

A GROUP of Teamster retiree leaders enjoyed an informal "legislation luncheon" at the IBT headquarters recently while in Washington, D.C., to attend a legislative convention of the National Council of Senior Citizens.

Joining the retirees were Jean C. Bergaust, special assistant to the executive director of the White House Conference on Aging, and Bob Blancato, staff director of the House Select Committee on Aging subcommittee on human services.

Both Bergaust and Blancato spoke informally and responded to questions on proposed Social Security changes as well as other aspects of the Reagan Administration's economic package as it might affect older Americans.

Einar O. Mohn, former IBT vice president and director of the Western Conference of Teamsters, was on hand as a leader of the National Council of Senior Citizens.

Other retired Teamsters present included George Shelp, president of the Teamster Joint Council 43 Retiree Clubs in Michigan; Jack White and Charles Henry, also of JC 43; Rose Palmquist, head of Teamster retirees in Alaska; Sam Panzer, Al Wrightly and others.

Teamster General President Roy Williams and General Secretary-Treasurer Ray Schoessling planned to be at the meeting but had to forego the appearance. They were attending the funeral of the late midwestern Teamster leader, William Presser, once a colleague of theirs on the general executive board.

Jean Bergaust told the Teamster retirees about the forthcoming White House Conference on Aging. The meeting, scheduled for Washington, D.C., Nov. 29-Dec. 3, is expected to have 2,000 delegates—including former Teamsters Union members—and hopefully will develop recommendations for a comprehensive national policy on aging which will be presented to the President and Congress.

Bergaust said the White House looked forward to input from retired Teamsters that have already signed to attend as delegates.

Blancato outlined a brief history of recent legislation and problems connected with the Social Security program. He also described the variety of proposed legislation pending in Congress and answered questions freely after his talk.

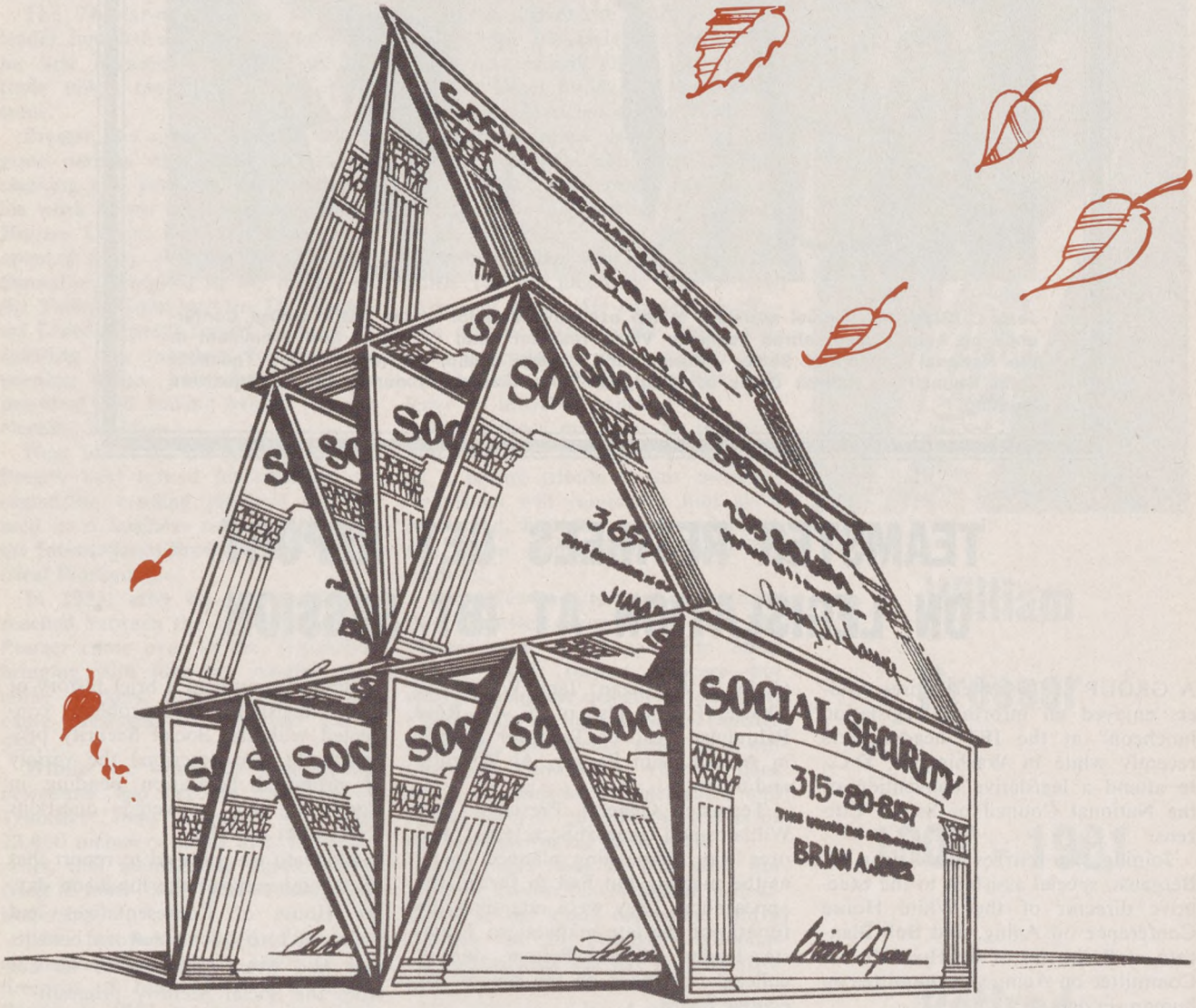
Blancato was pleased to report that on the morning of the luncheon day, the House of Representatives had voted 405 to 13 to restore benefits that had been proposed to be cut from the Social Security program.

Dave Sweeney, Teamster legislative director, served as host for the luncheon in the International Union building.

Shelp later wrote to General President Williams, thanking him for the IBT hospitality, adding:

"As a consequence, our concerns regarding Social Security and other proposed cuts in social services were conveyed to the representatives of the Congress and the executive arm of government in what we consider a more productive manner."

SOCIAL SECURITY



WILL THE HOUSE OF CARDS TUMBLE?

(Not if Our Legislators and the Administration Know What's Good for Them Politically!)

EVEN AS CONGRESS debated the merits of a proposed tax cut plan in late July, many legislators had already begun turning their attention to the next major legislative battle confronting Congress—namely, the serious subject of how to go about stabilizing the nation's Social Security system.

In fact, the day after President Reagan made his last pitch for his tax cut plan, which later sailed through the House and Senate substantially as he wanted, Senate Democrats held a mass press conference at which they assailed the President not on the tax plan under consideration, but on the subject of Social Security.

With a stalking horse in the form of a Republican proposal to eliminate the $122 monthly minimum benefit now paid to workers who have not paid enough in Social Security taxes to qualify for regular benefits a part of the budget reconciliation bill, both political parties got a quick indication of how volatile a battle will be any efforts to substantially scale back the system, considered sacrosanct by most retirees.

That proposal had been just one of several made by Reagan back in May in an attempt to realize $80 billion in savings in the system and pull the old-age pension fund back from the brink of bankruptcy, as the situation has been described.

OTHER PROPOSALS under consideration by Reagan include reducing benefits for those who retire before age 65, tighter disability requirements for future recipients, a delay in the next cost-of-living increase, and altering the formula by which initial benefits are calculated.

Democrats countered by terming the bankruptcy talk alarmist, contending that Social Security's problems are short-term, not long range.

Since May, the administration has backpedaled a bit on its Social Security proposals, although the idea of elimination of the $122 monthly minimum benefit for workers who have not paid enough in Social Security taxes to qualify for regular benefits, was included in the budget reconciliation bill.

After the reconciliation bill had passed the House and Senate, Democrats mounted a last-ditch rescue effort for the minimum benefit.

On July 16, Majority Leader Jim Wright, D-Texas, rushed to the House floor and asked unanimous consent for a non-binding resolution disavowing the cut in minimum benefits. His motion surprised not only Republican leaders, but Rep. J. J. Pickle (D-Tex), the chairman of the Social Security Subcommittee.

Wright failed to get unanimous consent for his motion that day, but he forced a recorded vote the following week, fortuitously timed for a day when thousands of senior citizens, including Teamsters, were holding a rally on the Capitol steps.

Republican leader Michel, pronouncing the resolution "meaningless," freed his members to vote for it and thus avoided, for the moment, having Republicans cast as the "Scrooges" of Social Security.

In the Senate, an effort to restore the cuts in minimum benefits was tabled, 52-46, on July 21.

The week of July 27, Rep. Bruce F. Vento, D-Minn., began gathering sponsors on a binding resolution that would order House conferees on reconciliation to go back to conference and delete the minimum benefits cuts. Although many Democrats now would prefer to repair the minimum benefits in a full-fledged Social Security bill in the fall, Vento rounded up 151 cosponsors, mostly Democrats, in three days.

House Democrats stalled a vote on the reconciliation conference report until an agreement was hammered out that permitted another vote on the minimum benefits issue, this time coming down resoundingly against the measure.

A July 6 report by Social Security trustees, warning that if action doesn't soon come, the benefit checks for millions may not go out on time starting late next year, didn't help matters.

Retirees and Social Security recipients nationwide were galvanized with fear after the system's trustees, including the Secretaries of the Treasury, Labor, and Health and Human Services—issued their status report, bearing the ominous news about Social Security's impending demise.

UNLESS ACTION IS TAKEN, the system which supports millions of retirees, their dependents and survivors is threatened in the next few years, the trustees warned, predicting that the system's old-age and survivors trust fund would be "effectively bankrupt" before 1982 ended.

Many of the problems facing Social Security's three trust funds—one covering pensions for retirees and survivors, another for disability benefits and a third for Medicare payments—can be attributed to the high inflation, persistent unemployment and a rising number of retirees that have caused the balances in the funds to shrink.

Trustees maintain that without substantive changes, funds could run so low that the system would face a major shortfall in the near future and a real problem by the year 2000.

In its annual report, the Social Security Administration used four different sets of population and economic assumptions to project the future of the system.

The four scenarios ranged from extremely optimistic, forecasting very low inflation and unemployment and a sharp rise in real economic growth, to very pessimistic. Trustees even included a "worst case" category to encompass its projections over the next five years only.

ACCORDING TO the trustees, two major financing problems face the Social Security system. The first is a shortfall of funds in the immediate future in the old-age trust fund. Largely because of poor economic conditions, including high inflation and persistent unemployment, the fund is expected to begin falling short of dollars to pay out benefits as early as 1982.

(Continued on next page)

SOCIAL SECURITY

The second problem, is a few years away, but nonetheless serious for trustees. That encompasses projected permanent problems expected to arise as the post-World War II baby boom generation retires. With an aging population and relatively fewer workers to pay into the system, the three funds —old-age, disability and Medicare— will eventually begin running permanent combined deficits under all but the most optimistic assumptions.

Today, nearly 30 million elderly, their dependents and survivors depend on the old-age fund alone. (Disability and Medicare funds are handled separately.)

For three-fifths of all beneficiaries who are 65 or older, Social Security benefits represent 50 percent or more of their total income. For 16 percent, the benefits are their only source of income. It is only a tiny minority whose income from Social Security goes not for necessities but for extras.

BECAUSE THE SYSTEM is so necessary to so many people, Congress cannot allow the system to collapse, nor will it. So, too, can solutions be found.

It should be possible to stabilize the system without enacting massive benefit reductions or by increasing the payments workers pay into the system each year now.

Already Congress has many alternatives before it, which it was to begin considering after its August recess concluded.

A variety of potential remedies are under consideration, but only one has been ruled out by Republicans and Democrats alike: Boosting payroll taxes again. With Social Security taxes already slated to take as much as $2,151 in 1982, another rate increase would be "both unfair to current taxpayers . . . and a serious drag on the economy," says Health and Human Services Secretary Richard Schweiker, one of the fund's trustees.

ACTIONS LATER THIS YEAR could include a combination of proposals. Among them:

■ Reducing the annual cost-of-living adjustment to benefits. Currently, benefits rise each year at the same pace as the government's consumer price index. In the future, the increase may be limited to only 85 percent of the price rises. Savings could be sizable. For the fiscal year beginning on October 1, the boost that took effect with checks mailed in July will add 15.4 billion dollars to the Social Security tab.

■ The inflation adjustment may also be keyed to the annual increase in wages, instead of prices. Wages have advanced at a slower rate percent. In 1980, for example, wages rose 8.5 percent while prices went up 13.5 percent.

■ Temporary interfund borrowing may be allowed, enabling the largest and least stable of the three Social Security trust funds, old-age and survivors insurance, to receive transfusions from the disability-insurance and Medicare funds.

■ Closer scrutiny over who receives benefits probably will be instituted. Congressional auditors say that the disability fund has a 20 percent "error rate," meaning that in one of every five cases, money is paid out to persons who should not receive it, at an annual cost to Uncle Sam of some four billion dollars.

Another possibility, championed by Representative J. J. Pickle (D-Tex.), chairman of the House Social Security Subcommittee, among others, is a gradual rise in the retirement age from 65 to 68. This move would have no impact on the immediate funding problems, because it would be phased in over a 10-year period, beginning in 1990, but could help cut costs after the turn of the century.

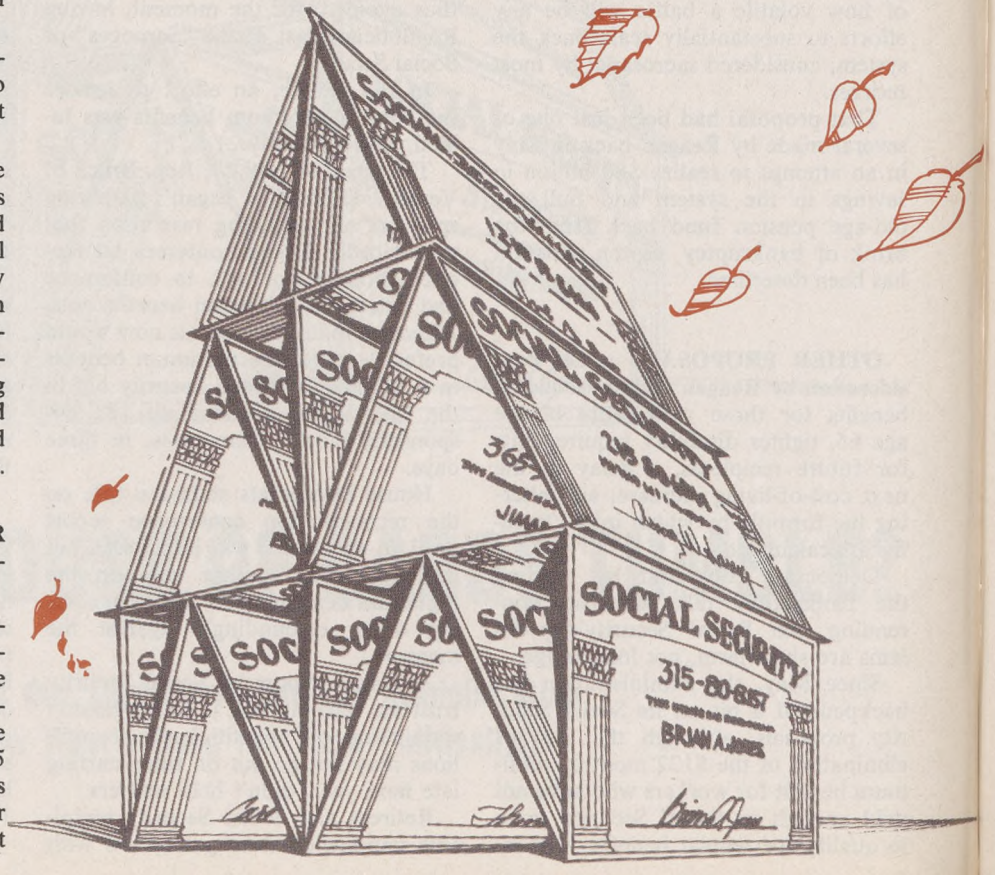
Pickle also proposes transferring money from the Medicare trust fund to the combined OAS-DI funds. The general tax revenues would be used to reimburse the shifted health money.

The idea of using general tax dollars to shore up Social Security temporarily, if not for a longer period, has some strong support in Congress but is opposed by the Administration. Any such move "would be like robbing Peter to pay Paul," contends Social Security Commissioner John Svahn.

With the Republicans on the one hand painting the picture of Social Security's woes in the direst, most disaster-tinged tones and the Democrats poo-pooing the seriousness of the situation, it's hard for anyone to know which is the true scenario.

One thing remains obvious in the whole dilemma, however. Social Security does have problems, be they short- or long-term. And to ensure its long-term stability, these need to be addressed by the legislators. What won't help is wrangling over which party is right or which group cares most about Americans.

What we need now is a strong bipartisan effort to salvage Social Security, straighten out its short-term problems, and stabilize it for the future.





HELPING LAURIE HELP HERSELF

TEAMSTERS across the country have opened their hearts up to a spunky young woman who is "walking" her way across country in a special motorized wheelchair to protest Reagan administration budget cuts that seek to eliminate from federal funding funds for some programs aiding the handicapped.

Twenty-two-year-old Laurie Schwartz, a victim of cerebral palsy and a severe quadriplegic, left her home in Sellwood Park, Portland, Oregon, last July 4, in her own version of the declaration of independence.

She is declaring with her trip her need and that of countless other handicapped Americans to be independent, and right to get the training they need to be self-supporting in years to come.

Laurie, a student at Portland State University, faces the prospect of having to drop out of school if proposed budget cuts, including those that provide funding for the Basic Educational Opportunity Grants, take place.

To protest these proposed budget cuts and express the plight of handicapped people who need a little help along the way if they are to be self-sustaining, Laurie announced her intention to make the cross-country trip.

Laurie plans to end up in Washington, D.C. where she hopes to present her message personally to Congress and the President by early September.

Meanwhile, as she continues along her 3,000 mile route, she is being aided by representatives of the American Foundation for the Handicapped, sponsors for the trip, and hundreds of new-found friends along the way, including countless Teamsters who have heard of her trip and are trying to help.

In fact, Laurie now sports a "Teamsters Are Beautiful" sign on her wheelchair and the motorhome that is following her. She says she has been particularly grateful for the support of Teamsters along the way, who have communicated with her over the CB, have contributed dollars to her cause, and have offered her encouragement and helped guard her as she travels the highways.

When last heard from, Laurie was passing through Cheyenne, Wyoming, headed east. Let's hope she makes it, for all the Lauries who use government funding to help finance a better start in life.

TEAMSTERS AID POLAND RELIEF EFFORTS

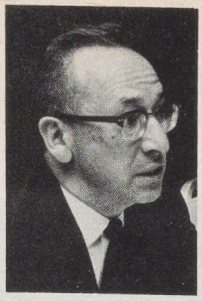
TWO actions taken recently by the U.S. government will help food-short Poland feed its rationed populace this fall and winter.

Agriculture Secretary John R. Block announced July 28 that Poland will get $55 million in new long-term credits to purchase about 350,000 tons of U.S. corn to salvage its poultry industry.

In another move to aid the country, Cardinal John Krol of Philadelphia visited the White House recently where he announced that President Reagan has agreed to permit the Catholic Relief Service to purchase at low cost government-owned surplus foodstocks for private shipment to Poland.

Krol told reporters that his charitable effort "is the people of the United States trying to help feed the people of Poland." He announced also that the American Agricultural Movement had expressed a willingness to make "tons and tons" of flour, rice, powdered milk, butter and cheese available, and that members of the Teamsters Union had offered to help transport some of the food to ports.

Teamster headquarters learned last month that numerous Teamsters from Local 500 had already helped haul loads of donated food free of charge from Philadelphia, Pa., to Baltimore, Md., aiding another relief effort coordinated by Edward Piszek, Sr., of Mrs. Paul's foods. Mrs. Paul's donated 46 trailerloads of goods for the cause. Teamsters affiliated with the Southern Conference of Teamsters stood ready, after volunteering to transport grain from Texas to Baltimore, to aid in the relief effort, should the need arise.



FORMER IBT ECONOMIST DEAD AT 68

ABRAHAM (Al) Weiss, former chief economist and director of research for the International Brotherhood of Teamsters, died August 1, after suffering a heart attack.

Weiss, who left the International Union in 1974 to accept an appointment as assistant secretary of labor for policy evaluation and research, had been retired since 1977, and was serving as a consultant in industrial relations and as an arbitrator for the American Arbitration Association, the Federal Mediation and Conciliation Service, the National Mediation Board and other organizations.

Weiss, a native of New York City, first joined the Teamsters Union back in 1954 and during his 20 years with the union served on a number of government wage and labor panels, representing our members' interests.

Prior to joining the International staff, he had been in charge of collective bargaining at the Bureau of Labor Statistics, had worked with the Veterans Administration and the Immigration and Naturalization Services, and during the Korean War, had been director of the Office of Economic Analysis, Wage Stabilization Board.

Weiss, at his death, was a member of the Industrial Relations Research Association, the Federal Advisory Council on Employment Insurance, the White House Conference on the Industrial World Ahead and other professional groups.

He will be missed by countless Teamsters who relied on his expertise for some 20 years, in everything from negotiations to calculating cost of living clauses. He is survived by his wife, Marjorie, and two children.

FOR LABOR DAY, A LABOR OF LOVE



On Labor Day weekend, 1981, when the annual Muscular Dystrophy telethon airs from coast-to-coast, hosted by comedian Jerry Lewis, with appearances by countless big-name stars, you can bet that Teamster General President Roy L. Williams will be participating.

Williams has long made MDA one of his favorite charities. (He is shown here appearing last year on the telethon personally to deliver a contribution on behalf of Central Conference of Teamsters members to Lewis.)

Williams, recently elected a national vice president of MDA for his interest in the charity's work, this year is asking all Teamsters to get involved. Let's make this the Teamsters' labor of love to celebrate Labor Day and the gains our unity has won.



SUPPORTS MDA

MUSCULAR DYSTROPHY ASSOCIATION MDA

FIGHTING 40 DISEASES 24 HOURS A DAY

Watch the Jerry Lewis Labor Day Telethon

for the Muscular Dystrophy Association.



Teamster Local 494 in North Andover, Mass., recently helped kick off the 1981 campaign to aid the Muscular Dystrophy Association. Members of the Teamster bakery drivers' local helped out by placing canisters in retail outlets around the area to collect donations. Shown here with "Wonder Bread" are Local 494 Secretary-Treasurer Bernard T. Visnick (left) and President James McDonald (right). When Jerry said "I need you," these Teamsters were right there!

Inside Worker

EVERYONE WAS SURPRISED. There they were, working amid the cloying odor of the milk plant, and the boss comes in. He says: "I want everybody to come out to the garage"—the people paused in their labor—"to hear an announcement."

Leland Johnson, the inside worker with the most seniority at Minnesota Dairy, knew something was up. Bob Massee, the owner-manager of the dairy located in Grand Forks, North Dakota, had never done anything like that before. Massee usually stayed out of the production building; he never called a meeting.

One part-time worker was left to keep an eye on the machinery in the plant. The dozen full-time employees began strolling toward the garage across the way. Then Leland Johnson saw the boss and the other fellow, an executive from a milk company down in Fargo, waiting in the garage.

Johnson sensed what was coming. He had worked in the Minnesota Dairy plant since 1946. More than 30 years. He had come to know the owner fairly well, not only as an efficient manager but as an individual devoted to improving the dairy industry in that region. They had gone through recessions and milk wars together, The company had survived. So it was that Leland Johnson could feel change in the air.

Standing there, waiting for all the inside workers and truck drivers to get assembled, Leland remembered back when he first came to the plant.

It was in 1946. Johnson was newly discharged from the U.S. Army after serving two years in an engineering battalion in the Philippines. He returned home to his wife, Viola, and four children. Like millions of veterans, he needed a job.

The vets in those days were all looking for something better then they had left when they went to war. They recognized it as a good time to make a change. Thus, Leland Johnson said to himself that he would not return to the Grand Forks *Herald* where, before military service, he had circulated newspapers and collected want ad bills. He thought his economic future would be bleak at the *Herald*.

Leland read the want ads hopefully. January was a less than promising time to look for work in Grand Forks. The North Dakota snows swept regularly through the flat valley of the Red River. The farm community played cards around kitchen stoves and waited for springtime. People living in town listened to the tire chains as cars passed their houses.

There were no worthwhile jobs in the want ads. Not for a family man. Johnson talked with friends and relatives; none knew of any winter jobs. He turned to the yellow pages and began telephoning businesses randomly to see if they had work. One of the numbers he dialed was for the Minnesota Dairy.

"Do you have any work?" Johnson asked the man who answered the phone. It happened to be the company owner, Bob Massee.

"Yes. We have work if you want to work," Massee answered. "It involves quite a bit of overtime."

"That doesn't bother me. I just want to work."

Massee said, "Come on down Monday."

Johnson sighed. He felt as though a great weight fell from his back.

LELAND'S BEGINNING WAGE was 70 cents an hour. It was good money for Grand Forks. What with working overtime and seven days a week, Johnson was taking home around $50 every payday.

Both the inside production workers and the drivers employed by Minnesota dairy were under contract to Teamster Local 581. The collective bargaining relationship was young and amiable. The agreement provided a 30-day probation period for new employees.

At the end of the 30 days, the shop steward came to Johnson and asked, "How about joining the union." He was putting it nicely because the plant was a union shop.

"Sure," Johnson answered. He had known the membership was required when he came to the job and expected to join. Like a lot of wage earners, especially in an agricultural state, he knew little about unionism. But he thought the $1 monthly dues were reasonable.

Leland's first work in the milk plant was cleaning up and learning how to operate the glass bottle washer. From there, he moved to the bottler, became familiar with the conveyor system and the vats, and within a few months had done nearly everything there was to do in the plant.

It was in the days before homogenized milk. The plant was structured relatively simple—archaic by today's standards, of course—and the only continuing problem was broken glass. But, thought Leland Johnson, the work was pleasant. All the employees got along well together.

Jobs were rotated frequently through the weeks. Johnson, like his co-workers, never settled into a special line of work. There was only a dozen employees. Minnesota Dairy was the leader among several milk companies in Grand Forks. All the firms used horse-and-wagon to make home deliveries.

The owner, Bob Massee, was more progressive than

most management. He was one of the first to buy the new Ex-Cello bottling machine from Detroit, Michigan. The Ex-Cello took flat paper, folded it, slid it through a wax bath, and made a milk carton out of it. Finally, the machine filled the cartons with milk and crimped the top shut.

The Ex-Cello, together with a short tank pasteurizer, made it a continuous operation. The milk went in raw at one end and came out in a carton. The plant became a cooler place to work. Then came homogenization. Each change in the product was accompanied by a new wrinkle in automation.

WITHIN A YEAR of going to work at Minnesota Dairy, Leland Johnson bought a house. He felt very comfortable in his job and his home. His children increased in number to six. The family was happy.

Leland liked his work at the dairy. The people in the plant appreciated the union contract. There was no anti-union sentiment among either the inside workers or drivers although the townsmen of Grand Forks generally were anti-union. Indeed, North Dakota was one of the earliest states to pass a so-called 'right-to-work' law as permitted by the Taft-Hartley Act enacted in 1947.

Usually Teamster Local 581 negotiated 1-year contracts early in the collective bargaining partnership. The farm area was too sensitive to the ups and downs of weather and national prosperity to do otherwise. Longer contracts were negotiated in later years as plant automation became more sophisticated and costs were easier to anticipate.

In the mid-1950's, the Divco delivery trucks finally caught up with the dairy industry in North Dakota and the horse-and-wagon delivery disappeared in Grand Forks. Competition was intensified. Dairies began merging or going out of business.

The changing affairs in the milk industry similarly intensified interest in the union contract. Leland Johnson attended as many union meetings as he could. Of course, he never missed a meeting when contract negotiations were underway.

Johnson served as shop steward only one year; the task being rotated around the plant just as the work was switched. He never had a desire to run for union office because his family life kept him busy.

The Teamster contracts improved steadily in hours and conditions. Pensions and health-and-welfare language were negotiated. Wages were increased every agreement, supplemented in later years by cost-of-living paragraphs. The latter were very welcome in times of economic uncertainty.

It was the milk wars, however, that got on everybody's nerves—both employees and employers.

FEW PEOPLE ARE AWARE of what truly is at stake in a milk war, gasoline war, or any other marketing face-off. As consumers, people acclaim the suddenly low prices and rush to buy more than they need of whatever product the war concerns.

In the milk industry, a marketing war can be a frightening experience for the local dairies. Everybody gets apprehensive. The dairy owner knows it is possible for his business to fail. The employees know that if the dairy fails, their jobs disappear.

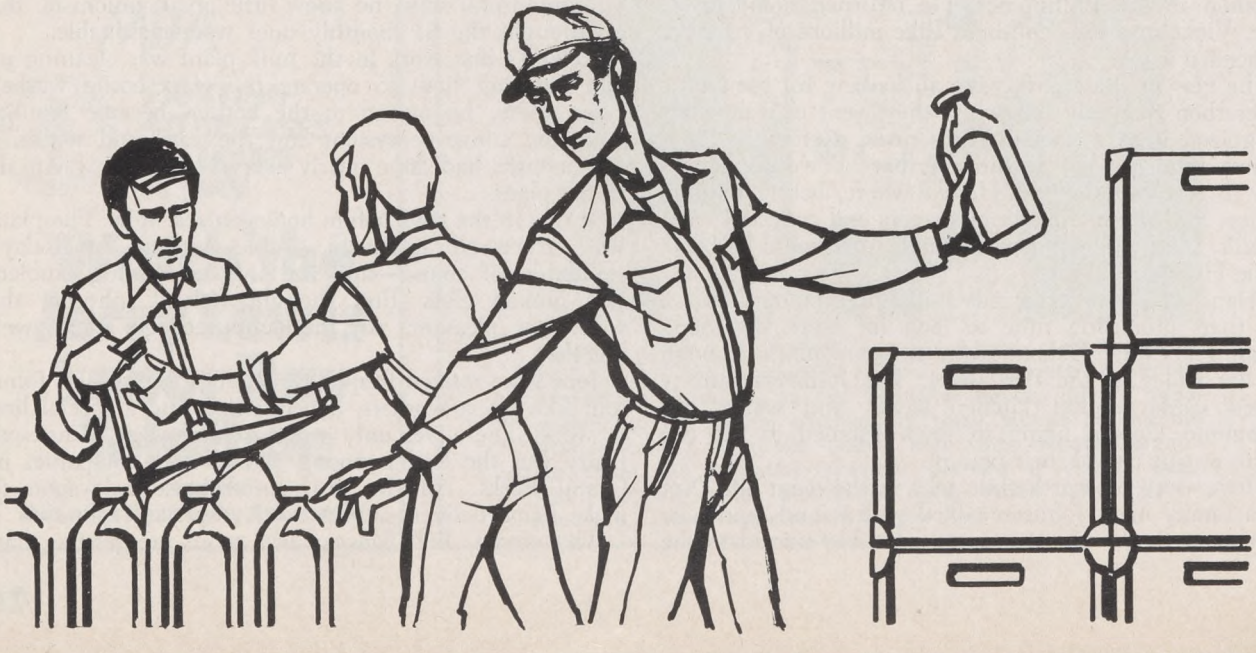
Grand Fork's most destructive milk war came in the early 1960's. The war had its origin in a decision by the corporate managers of a supermarket chain by the name of Super Value. The chain decided to establish an outpost store in Grand Forks to develop a new marketing zone.

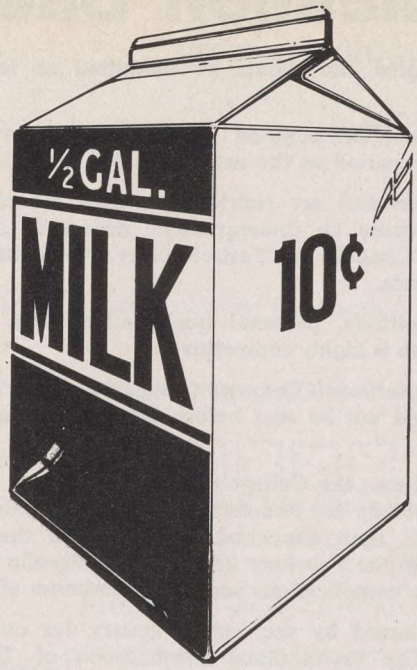
Chain markets already established in Grand Forks were offended. They did not want Super Value to come in. The decision makers for Piggly-Wiggly, Miller's and Red Owl figured more or less rightly that they saturated the city's food business. They banded together to fight the newcomer.

Super Value's strategists knew what they were doing when they opened their store and enticed customers by dropping the price of milk by a few pennies. Canned goods and bulk products were almost static in wholesale cost to the chain; too, they were plentiful and easily stored. But perishable milk was another thing. Families have kids who drink a lot of milk. Milk products are locally produced and the processor is helpless to refuse to sell to the retailer. There was no way for the chain to lose.

Customers flocked to buy the cheaper milk at the challenging chain store. They were unconcerned that the milk was supplied by Minnesota Dairy and a few other local milk plants. The entrenched chain markets responded with their own price drops. The milk war was on.

The local dairies were forced to sell their milk to the combatants at a loss below the retail price. The milk





producers were aware that if they declined to sell their product cheaply, the milk would be imported by tanker truck from St. Paul, Minnesota—as the competing markets each threatened to do.

The milk war extended over several weeks. It finally ended after a famous 10-cent Saturday. That was the Saturday, still talked about in Grand Forks, when milk sold for 10 cents a half-gallon in any grocery in the city. Minnesota Dairy, financially wounded, managed to survive the struggle but a couple of neighboring dairies did not make it.

Later, the State of North Dakota studied the carnage of the Grand Forks milk war and similar outbursts in other areas. The State concluded that such price-cutting was injurious to the industry; it also concluded that a milk board was needed to regulate milk prices by areas. A board was so instituted.

Leland Johnson felt proud that two people important in his life were appointed members of the new state board: one was the chief executive officer of Teamster Local 581, the other was the owner of the Minnesota Dairy.

BORN THE SON OF A FARMER near Kensal, North Dakota, in 1916, Leland Johnson became a city boy when the family moved to Grand Forks within a few years. The elder Johnson became a wholesale company salesman.

Leland completed high school and then studied accounting for a year at the University of North Dakota. Many young students, as did Johnson, had to halt their education at the height of the Great Depression. The family simply had no spare cash.

Young Johnson began doing odd jobs. He worked two 'campaigns'—as they were termed locally—for the American Crystal Sugar Company. The harvesting and processing of sugarbeets in those days took from September into the next January. All the teenagers tried to get on at the sugar company for a 'campaign.' Leland worked in the American Crystal laboratory. The pay was good considering that it was the only sugarbeet processing company in that part of the Red River Valley.

Later, Leland's odd jobs included delivering papers for the Grand Forks *Herald*. Then he began to do other things for the newspaper, working in the business office. In 1939, Leland got married and found himself working two or three part-time jobs at once. Janitoring, etc., anything that would bring in money.

One thing Leland Johnson did not do—that was to succumb to the lure of California. Lush California was the big dream of farm community people in the days prior to World War II. Go to California! Make a lot of money! See the stars in Hollywood! Enjoy the weather! Many broken dreams returned home to Grand Forks; nobody had told the farm kids about the high prices on the West Coast.

Then came the war, employment at Minnesota Dairy, home-making and responsibility in the community—that was the way things went for quiet-natured Leland Johnson.

Now Bob Massee, the owner of Minnesota Dairy, was telling the workmen standing in the garage that he had sold the dairy to the milk company in Fargo.

When Leland had been hired by Massee in 1946, Minnesota Dairy was pushing out about 8,000 pounds of milk products daily. At sale time 30 years later, the same-sized work crew was processing 80,000 pounds of milk products daily in the same building.

It was the only milk-bottling company remaining in Grand Forks.

* * *

AT THE TIME HE RETIRED *in 1979, Leland R. Johnson was making $6.80 an hour. Overtime fattened that figure. It was a far better income than non-union wage earners were getting in Grand Forks thanks to the Teamster contract still in force.*

But thanks also to the same Teamster contract, Leland stepped into a $550 monthly pension. The addition of Social Security income permits Johnson and his wife to live comfortably today. They travel a bit and keep track of their 15 grandchildren.

"The Teamsters Union sure has been good to me," said Leland recently of his 33-year membership in Local 581. "The union was a means of getting benefits that we never, never could have acquired on an individual basis. Never. Not in this country.

"If you are union, you negotiate as a bargaining unit. But, if you're in a place where there is no union—and you're an individual—you don't stand hardly any chance at all of getting any fringe benefits, much less wage increases."

Leland has an extra opinion on the point: "Without a union, we might have been just one step ahead of the minimum wage—maybe not even a step." He is a firm believer in the value of a union contract's fringe benefits and now considers them more important than wages.

Johnson is puzzled by the attitude of working people who fail to recognize the value of union membership. He attributes much of their ignorance to employer brainwashing and occasional coercion, the latter being "illegal but people don't know that."

As part of his memory of economic well-being through many years in which his community was seasonally depressed or wracked by inflation, Leland Johnson has developed one more notion about unionism:

"You have an obligation to support your union. By the same token, your union has an obligation to support you by getting benefits for you."

IBT Scholarship Application Due

Applications for the 1981-1982 college scholarships are being accepted and should be submitted no later than November 30, 1981.

The Fund, established by the 1966 convention of the International Brotherhood of Teamsters provides ten scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the five Area Conferences and are restricted to high school seniors who are the sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by one of the six regional accrediting associations of the Council on Postsecondary Accreditation, or which has membership in the Association of Universities and Colleges of Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admission directors. The competition is highly competitive.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items by February 28, 1982. These items should not be sent before the application form is accepted and acknowledged.

***Financial Aid Form:* By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute financially to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Financial Aid Form to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1982 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of 15 days.**

***Test Scores:* All applicants must submit an official transcript as issued by the testing agency for one of the following tests: Scholastic Aptitude Test or American College Test. The International Brotherhood of Teamsters' recipient code number for the Scholastic Aptitude Test is 0518 and for the American College Test is 0670.**

The tests may be taken during the applicant's junior or senior year but not later than December 12, 1981 for the American College Test and no later than January 23, 1982 for the Scholastic Aptitude Test. The registration closing dates for these two tests are November 13, 1981 and December 18, 1981, respectively. Applicants who choose to take the American College Test on February 20, 1982 run the risk of being disqualified as their test scores may not be available prior to the selection of Scholarship Fund finalists in early March 1982. No extensions to the Scholarship Fund deadline of February 28, 1982 will be granted for delays in reporting by either the College Entrance Examination Board or the American College Testing Program.

***Academic Record:* This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.**

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program Achievement Tests no later than January 1982. Two of the achievement tests are to consist of English Composition and Mathematics Level I or II. The third test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1982. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate from high school during the 1981-1982 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his or her Local Union for the twelve months preceding the application deadline of November 30, 1981. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the twelve months preceding the application deadline are eligible if the member was not suspended from membership during the twelve months preceding this withdrawal as well as during the period since his or her return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1981 deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration materials for the required tests prior to registration deadlines. Therefore, any applicant who submits his application in late November or early December 1981 should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001. This information is sent automatically to all who submit application forms.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1981-1982 PROGRAM

Your application should reach the Scholarship Fund no later than **NOVEMBER 30, 1981.**

APPLICANT TO COMPLETE PAGES 1 AND 2:

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

LAST (Do not include Jr., II or III with your last name)

☐☐☐☐☐☐☐☐☐☐ ☐

FIRST (Use your given name, not a nickname) MIDDLE INITIAL

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

2. Address ☐☐☐

STREET

☐☐☐

CITY AND STATE

☐☐☐☐☐

ZIP CODE

3. Date of Birth _____

month day year

4. Sex M ☐ F ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do **not** have a Social Security number, check here. ☐

Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of **high school** which you are attending:

Name _____

Address _____

_____

7. Expected date of **high school graduation** _____ 1982

month

8. Early Admission Students:

☐ Check here if you are entering college on a full time basis in 1982 *without* completing high school. All early admission students are required to attach the following to their applications:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as an early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9 Canadian Students: In 1982, I will complete (Check one):

☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for an International Brotherhood of Teamsters Scholarship only once. Do not apply until your last year of high school.

10. Please list the full names of the **accredited colleges** to which you have applied or plan to attend.

	Name	City, State
First choice	_____	_____
Second choice	_____	_____

11. Full name of Teamster parent _____ _____
(please print)

Living _____ Deceased _____

Relationship (please check)

_____ a. Father

_____ b. Mother

_____ c. Stepfather*

_____ d. Stepmother*

_____ e. Guardian*

_____ f. Other—specify relationship:* _____

Parent's employer's name and address:

_____

_____

_____

* If you checked c, d, e or f, the person indicated must be able to complete the statement in Item 13.

12. Signed _____ **Date** _____
Teamster member

Signed _____ **Date** _____
Applicant

If you have checked 11 "a" or "b" above, skip Item 13. If you checked 11 c, d, e or f, the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

_____
Signed—Teamster member

Subscribed and sworn to before me this _____ day of _____ 1981 in the City (County) of _____ in the State of _____.

_____
(Notary Public)

My commission expires _____

Seal

Upon Completion of Pages 1 and 2, **Forward this Application to the SECRETARY-TREASURER of your PARENT'S LOCAL UNION.** The Secretary-Treasurer will then send the application directly to the Scholarship Fund which will, in turn, acknowledge its receipt.

ALL **INCOMPLETE APPLICATIONS** WILL BE RETURNED TO THE APPLICANT REGARDLESS OF WHETHER THE APPLICANT OR THE LOCAL UNION OFFICER WAS AT FAULT. IT IS THE ULTIMATE RESPONSIBILITY OF THE APPLICANT THAT A COMPLETED APPLICATION REACHES THE SCHOLARSHIP FUND BY **NOVEMBER 30, 1981.**

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union number _____

Address _____

15. Area Conference Affiliation (check one):

☐ Canadian ☐ Central ☐ Eastern ☐ Southern ☐ Western

16. *Member's Ledger Number _____ or **Social Security Number** _____

I hereby certify that the Teamster member named in Item 11 whose ledger or Social Security number appears above is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check appropriate letter below):

a. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1981.

b. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his or her retirement.

c. ____ for a minimum of twevle consecutive months without taking a withdrawal card prior to his or her death.

d. ____ since _____ after depositing his or her withdrawal card which was taken on
(date after Nov. 30, 1980)

_____, and that during the twelve consecutive months prior to his or her withdrawal he or she was not an officer or employee of this Local Union and was not suspended from membership.

e. ____ since _____ after his or her transfer from Local Union _____. **Forward this application**
(date after Nov. 30, 1980)

to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

_____

_____
date

18.

Local Union Seal

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

***If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.**

19. I hereby certify that the member named in Item 11, Ledger Number _____ or Social Security Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19_____ until his withdrawal on _____, 19_____.

If the member did not take a withdrawal card prior to his or her transfer, please indicate the date through which dues were paid _____.

21. Signature of Secretary-Treasurer:

_____

_____

Teamster Local Union Number

20. _____

date

Local Union Seal

If the total months indicated in Items 16-e and 19 is less than 12, Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number _____ or Social Security Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19_____ until his withdrawal on _____, 19_____.

If the member did not take a withdrawal card prior to his or her transfer, please indicate the date through which dues were paid _____.

24. Signature of Secretary-Treasurer:

_____

_____

Teamster Local Union Number

23. _____

date

Local Union Seal

* *

ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE FORWARD THIS APPLICATION DIRECTLY TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

RESEARCH DEPT. CONVENES SUMMER SEMINARS

DURING the sultry days of midsummer, dedicated Teamster shop stewards demonstrated their commitment to their responsibilities as representatives of the members when three groups of them attended weekend seminars conducted around the country by the IBT Research and Education Department.

Locals participating in the three most recent workshop sessions included Local 648 of Plattsburgh, N.Y.; Local 222 of Salt Lake City, Utah, and Local 822 of Norfolk, Va.

At Local 648, stewards from United Parcel Service, freight and miscellaneous industries attended a two-day session convened at the local's union hall. Sessions were presided over by the local's president, Gary Harris, assisted by other local union officers.

Discussion during the weekend centered on grievance and arbitration procedures and how stewards can facilitate these processes.

Nearly 20 Local 648 stewards attended the sessions.

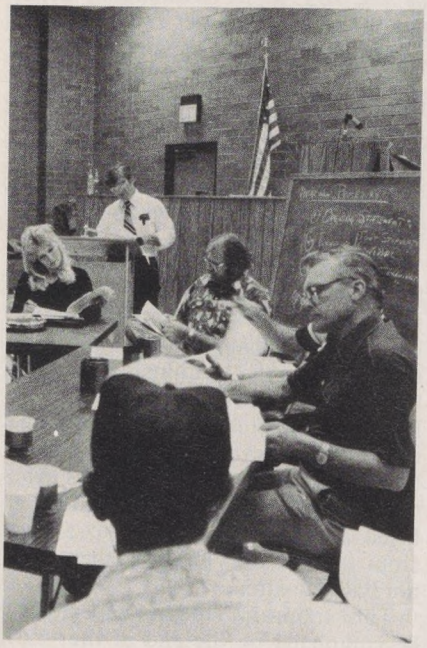
At Local 222 in Salt Lake City, a workshop and steward arbitration seminar was convened by that local's secretary-treasurer, Grant Scott Haslam.

A highlight of the program designed by R&E Director Arthur Kane and instructor Sally Payne for these western Teamsters was the mock arbitration session in which they participated. Through the procedure, the stewards were able to get a firm grasp on the fine points of the complex grievance procedure system.

Back in the east, Local 822's steward seminar proved interesting and exciting for all. It was especially so since among the group of 55 stewards present were some brand new Teamsters.

A group of stewards from an area Volvo plant just organized by the Norfolk Teamster local attended the weekend session, receiving their first real glimpse at how the union functions from local level on up. The workers were fresh from an organizing campaign in which the IBT affiliate had vied for representation rights with the United Auto Workers and had won.

These jubilant Teamster stewards were among the most interested of the participants at the one-day session, convened by Ernest Hines, president of the Norfolk local, and emerged, we are told, favorably impressed with the union to which they now belong.





Above, Local 822's stewards gather outside the union hall before their session. Among the group were a number of new Teamsters from a nearby Volvo plant recently organized by the local. A highlight of Local 222's stewards' program was the mock arbitration hearing the group participated in, with the guidance of Research and Education Director Art Kane (left and below). At right, instructor Sally Payne explains how the grievance process works.





IBT
SHIELD
SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND
International Brotherhood of Teamsters—Department of Safety and Health

IN SEARCH OF THE 'AVERAGE' TRUCKER

THE effort to improve heavy truck cabs continues, as the Society of Automotive Engineers (SAE) begins a study of the physical characteristics of American truck drivers.

The question of how much cab space is adequate first arose when the current Master Freight Agreement, signed in mid-1979, created a labor-management study group whose instructions were to explore the safety aspects of interior cab and sleeper berth dimensions.

Shortly after that group's first meeting, SAE, the auto and truck industry's standard-setting organization, created a committee to study truck cab interiors with an eye toward determining exactly how much space was necessary for a driver to safely and comfortably operate the vehicle. This committee is made up of engineers and scientists from within the auto and truck manufacture industry and representatives of other groups with an interest in truck safety, including a Teamster representative.

The first problem to confront this SAE committee was the lack of information on truck drivers size—what engineers call "anthropometrics." Some evidence suggested that American truck drivers are slightly taller, heavier and generally larger than the population as a whole, but the data was inconclusive.

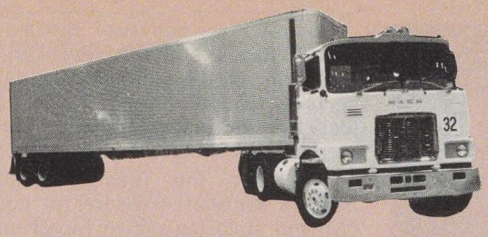
The committee determined that the first step was to precisely measure truck drivers using a specially designed "seating buck" built and donated by General Motors. The design was first unveiled at an SAE meeting hosted by the IBT in its Washington headquarters last September (*International Teamster*, October, 1980).

After some initial delays, a contractor for the study was located and work began. Funding for the study, in all some $160,000, came from various government and industry groups. The IBT has donated $15,000 to the research effort.

As the *International Teamster* goes to press, the researchers, complete with their truck mounted "seating buck," have begun a two-month tour of motor carrier terminals to gather the needed body measurement information. The chart below shows the city, carrier and approximate date of the researcher's visit. Teamsters who find their employer and location listed should look forward to a visit from the research group if they have not had one already.

This important study is expected to be completed by the end of the year. The truck driver size definitions which will result will play a major role in how heavy trucks are designed and built in years to come. When automotive engineers have precise data on the size of the men and women who use the equipment they create, they will be better able to design cab environments which provide a safer and healthier workplace.

APPROXIMATE DATE	*LOCATION*	*FLEET*
July 12-20-July 30	St. Louis, Mo.	Arkansas Best Yellow Freight Spector/Red Ball Anheuser Busch Ryder Truck Lines
July 30-August 7	Detroit, Mi. Chicago, Ill.	Spector/Red Ball Arkansas Best
August 12-August 20	Baltimore, Md.	Anheuser Busch Spector/Red Ball
August 24-Sept. 5	Atlanta, Ga.	Yellow Freight Motor Convoy American Freight Systems Spector/Red Ball Arkansas Best Ryder Truck Lines
Sept. 9-Sept. 16	Dallas, Tx.	Yellow Freight Central Freight Lines Spector/Red Ball Arkansas Best Ryder Truck Lines



IBT URGES DOT TO RECONSIDER INS. RULE

THE Department of Transportation has recently established new minimum levels of insurance for motor carriers. After July 1, 1981, all common, contract and most private carriers must purchase a required amount of liability insurance, as determined by the nature of the cargo hauled (see table).

The new levels are the result of Section 30 of last year's deregulation legislation. In Section 30, Congress directed the Secretary of Transportation to establish minimum levels of financial responsibility (insurance or bonding) to cover public liability, property damage and environmental restoration. These levels were set in the Act at not less than $750,000 for regular freight, $1,000,000 for most hazardous materials, and $5,000,000 for a special class of "ultra-hazardous" substances including bulk explosives and large quantities of radioactive materials.

However, the legislation also authorized the Secretary to reduce these levels for a two-year phase-in period. Even though labor (the International), management (the American Trucking Associations), and the majority of the insurance companies responding agreed that such a reduction was unnecessary and, in fact, dangerous, the Secretary instituted a two-year period of lower levels.

Prior to this unfortunate decision, the IBT had actively participated in the rulemaking process, submitting over 160 pages of comments and data, including detailed financial and economic information. The initial draft of the insurance regulations, circulated in the *Federal Register* in January, showed that DOT at the time was in agreement with the IBT position that immediate implementation of higher levels would greatly benefit highway safety by discouraging unsafe operation. Unsafe carriers would be forced to pay higher insurance premiums, while carriers with good safety records would be rewarded with lower rates. Carriers with records proving that they are highway hazards would be unable to purchase insurance, and thus forced to either clean up or cease operation.

When the final rule was issued last month, the DOT position had radically changed, much to the distress of most parties involved. While the lower levels are in effect for only two years, the IBT feels that the public safety is too important to be jeopardized for even this relatively brief period. The Safety and Health Department is preparing to formally request that the Secretary reconsider his decision and immediately institute the higher limits. Such action would bring the insurance regulations in line with the overwhelming evidence in the rulemaking docket and begin protecting the public *now*, rather than in 1983.

SCHEDULE OF LIMITS

Public Liability

Freight Vehicles With Gross Vehicle Weight Rating of 10,000 Pounds or More

	Type of Carriage	Commodity Transported	Single Limit Requirement	
			July 1, 1981	July 1, 1983
(1)	For - hire	Property (non-hazardous)	$ 500,000	$ 750,000
(2)	For - hire and Private	Hazardous substances, as defined in 49 CFR 171.8 and designated by the letter E in the first column of the Hazardous Materials Table found at 49 CFR 172.101, transported in cargo tanks, portable tanks, or hopper-type vehicles with capacities in excess of 3,500 water gallons or in bulk Class A and B explosives, poison gas (Poison A), liquefied compressed gas, compressed gas, or large quantity radioactive materials as defined in 49 CFR 173.389	$1,000,000	$5,000,000
(3)	For - hire and Private	Oil listed in 49 CFR 172.101; hazardous waste, hazardous materials and hazardous substances defined in 49 CFR 171.8 and listed in 49 CFR 172.101, but not mentioned in (2) above	$ 500,000	$1,000,000

ACTIVE IBT LOCALS

ELMONT, NEW YORK

Local 282's 'Hang Tough' Stand Wins the Decision

It seems every time you turn around an employer is trying to pull a fast one, but that strategy backfired in the case of the Maintenance Co., Inc. (Mainco), which recently was ordered to pay four Teamster Local 282 members nearly $50,000 in back wages and benefits—the largest backpay decision ever in the New York local's history.

The victory for Teamster Local 282 and its members came after Mainco, which had held contracts with Local 282 since 1950, attempted to sidestep its bargaining agreement with Local 282 and give the work of the four Teamsters Mainco employed to workers from Electrical Workers Local 3, the union representing the majority of the workers at the plant, in the process firing the Teamsters.

Vocal and persistent efforts by Local 282 resulted in the decision that saw the four workers vindicated, returned to work, and compensated for all time lost with full backpay and all back benefits.

The dispute with the company over the workers began back in November, 1979, when the Teamsters attempted to get a new agreement with the company signed, after Mainco agreed to continue the expiring pact. The company never signed.

In June, 1980, Mainco, which had just been purchased by a new owner and had been slowly in previous months cutting back the Teamsters' hours, despite union complaints, notified the union that it was terminating the workers, alleging that the company was closing the Long Island City shop where they worked. In reality, the work went to Local 3 members, who earned less than the Teamsters and could do both wiring and driving work.

After throwing up a picket line at each of the company's four locations to protest the action, Local 282 filed unfair labor practice charges against the company with the National Labor Relations Board.

Picketing continued from June, 1980, until November, 1980, with other unions supporting the strikers, before the company finally agreed to discuss the situation. In March, after countless meetings, Mainco finally agreed to the Local 282's terms, offering shop steward Richard (Red) Grogan and John Ramistella each $8,500 backpay, and Teamsters Pat Annunziatta and Benjamin Grzymala each $7,500 in backpay, plus back welfare and pension benefits and reinstatement for all.

Pointing out that job security and union support are just two of the reasons workers join the Teamsters, Local 282 Secretary-Treasurer Robert Sasso said of the victory: "The reason we were successful is that the members of Local 282 supported the picket lines." Added Local 282 President John Cody: "Congratulations should go to the officers and business agents, and the real winners, the four men involved, who deserve a pat on the back from all, for their persistent picketing and courage to hang in there until the very end!"



Shown here, the victorious Mainco workers are presented with their backpay awards. From left to right are: Robert Sasso, Local 282 secretary-treasurer; Joe Matarazzo, Local 282 business agent; and recipients Richard "Red" Grogan, the Mainco shop steward, Pat Annunziatta, Benny Grzymala and John Ramistella.



BALTIMORE, MARYLAND

Teamster Leader Dies Untimely Death

Teamsters from Baltimore, Md. Local 937 were saddened recently by the sudden death of their local union's secretary-treasurer, 49-year old Edward J. Poturalski, after a heart attack.

Poturalski, a native of Baltimore, first joined the Teamsters as an organizer in the early 1950s, later serving as vice president of his local and becoming active in Teamster Joint Council 62.

Eventually, the Teamster leader became secretary-treasurer of Local 937 and state legislative representative for the joint council, posts he held at the time of his death. As legislative representative, Poturalski had just prior to his death finished a long and exhausting session with the Maryland State Assembly in Annapolis where he was cited by legislators for his energetic efforts to improve working and living conditions throughout the state through his intelligent, reasonable legislative lobbying.

The Teamster also served as labor representative to a number of labor, public and private agencies, as well as serving in numerous posts with area civic and social welfare groups.

He is survived by his wife, Gloria, four children and two grandchildren.

PHILADELPHIA, PENNSYLVANIA

Teamster Honored By Welfare Group

International Brotherhood of Teamsters Warehouse Division Director John Greeley was honored recently by the Prisoners Family Welfare Association's Philadelphia chapter at a luncheon honoring him and the Teamsters Union for their interest in the group's charitable work.

The group, which is sponsored by many Philadelphia area labor unions, including the Teamsters' own Local 115, along with other civic and community leaders, is devoted to helping the families of persons who are imprisoned.

Noting that often imprisonment of a breadwinner in a family can result in severe financial straits for the family and cause other emotional, social and psychological problems, Teamster Local 115 president John Morris said the group involves itself with "putting food on the table, providing counseling," and helping families in other ways face the repercussions incarceration of a loved one can cause.



Shown here, congratulating the Teamsters' Greeley on receiving the honorary award are from left: Philadelphia Judge Eugene H. Clarke, Jr., IBT Vice President John Cleveland of Washington, D.C., Greeley, and John Morris, president of Teamster Local 115, Philadelphia.

ITHACA, NEW YORK

Teamster Veterans Take Drivlng Honors

Veteran drivers for the Carleton G. Whitaker company, all members of Teamster Local 65 of Ithaca, N.Y., were honored recently for their service to the firm. The firm, with terminals in Deposit and Watertown, N.Y., is a foodstuffs transfer line serving 13 states and does a lot of hauling for Kraft. Shown here congratulating the drivers on their awards are, from left: James Myers, a representative of Mack Truck; drivers Datus Hartwell, James Faulkner, Douglas Sullivan, Maurice Wilber, Richard Stilson and Vernon Wilber. Kneeling are Fred Murray, president of the company, and Richard Miller, director of operations and safety for Whitaker. Also receiving awards were Teamsters Maurice Larsen, Charles Kirch, Harold Kirch and Lorne Eustis (not pictured). Average term of service for these drivers was 29 years or more each.



RICHMOND, VIRGINIA

Teamster Local Hosts Stewards' Seminar

Teamster Local 592 of Richmond, Va., recently hosted a special seminar for its stewards, officers and guests.

The late June session was devoted to the study of the many legislative and organizing problems facing organized labor today.

Special guest speakers at the session included Bill Wright, an IBT DRIVE representative, and Hugh J. Beins, a longtime friend of labor and attorney for the Teamsters.

Wright detailed current legislation being considered on Capitol Hill and stressed to delegates the need for them to get active in DRIVE. Attorney Beins discussed problems facing organized labor today, ways to solve them, and suggested the need for unions to concentrate on organizing the unorganized.

Stewards attending the session are shown here.



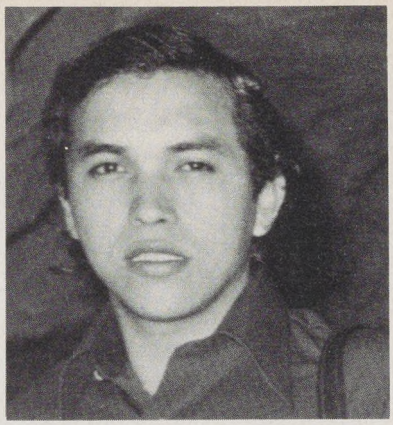
ACTIVE IBT LOCALS

UNION, NEW JERSEY

Quick Thinking Saves Lives in N.J.

Professional driving often requires lightning quick reactions, as Teamster Local 680 member Fred Bonilla proved recently. Bonilla was traveling west down Interstate Route 80 in the course of his job as a driver for Good Humor Corporation when he came around a blind curve and suddenly saw a multi-vehicle accident blocking the road.

The fast-acting driver quickly turned the wheels of his own truck into the divider, managing to avoid hitting the other vehicles but in the process turning his truck over. Disregarding back and neck injuries caused by the accident, Fred leaped from his truck, ran to the cars blocking the highway and freed two of the people trapped inside.



Good Humor lauded the Teamster's action, especially after receiving messages from the grateful motorists, who praised Fred and credited him with saving their lives.



NEWINGTON, CONNECTICUT

Local 559 Gets Speedy Retribution for Member

Teamster Local 559 recently took swift action to aid a member, Eugene Boyle, with his grievance against his employer after the Teamster was improperly discharged by Gaer Bros. of South Windsor, Conn.

Through the local union's efforts, Boyle was awarded more than $2,400 in backpay. Shown here presenting him with his arbitration award are, from left: David Cyr, Gaer Bros. steward; steward Eugene Boyle, the recipient; Roger Racine, president of Local 559, and Fred Battles, assistant steward at the company.

PHILADELPHIA, PENNSYLVANIA

Local 500 Stewards Attend First Seminar

With dozens of Local 500 stewards in attendance, William O'Farrell opened the first stewards' seminar convened by his Philadelphia Teamster local.

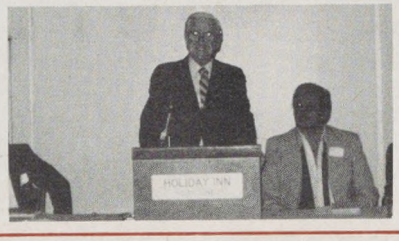
During the successful one-day program, the Teamsters in attendance heard about the many aspects of bargaining and grievance settlement that affect them as representatives of the membership on the job.

Among those addressing the stewards were John Greeley, director of the IBT Warehouse Division; Jerald Schultheis and Fleming Campbell from the Eastern Conference of Teamsters; John Morris, president of Joint Council 53, and Frank Keene, president of Teamster Local 169, also of Philadelphia.



1. Above, delegates attentively listen as the day-long session proceeds.

2. At right, John Greeley, IBT warehouse division director, addresses the group, as from left, Local 500 President William O'Farrell and William M. Brown, secretary-treasurer of the local, listen.



NORFOLK, VIRGINIA

Teamsters Celebrate After Volvo Victory

Teamsters from Local 822 in Norfolk, Va., joined by a jubilant 29-person in-plant committee and other happy employees of a Volvo American Corporation plant, had cause to celebrate recently after an intense organizing campaign resulted in victory for the Teamsters.

The new Local 822 members voted July 10 by more than a two-to-one margin in a National Labor Relations Board supervised election for representation by the Teamsters, despite interest by the United Auto Workers in representing the workers and the presence of a "no union" category on the ballot. The final result, out of the 127-person unit, was 65 votes for the Teamsters, 31 for the UAW, and 28 for no union.

Victory for the Teamsters came two months after the organizing campaign began. The UAW had tried twice before to organize the workers, but had lost both elections. It was then that workers turned to the Teamsters for representation, with spectacular results.



Shown here are members of the in-plant committee at Volvo American outside their *new union hall after the successful election result was announced with Local 822 President Ernest Hines (far left) and Vice President Alvin Hathaway (second from left).*

Workers at the plant, which was established five years ago to produce Volvos but is now used as a pre-delivery center, are charged with preparing the cars shipped into the port at Portsmouth from Sweden for distribution in the United States. Among other things, they put protective coatings on the vehicles, service their air conditioning units and otherwise prepare the products for delivery to stateside auto dealerships.

Among the workers covered in the new Teamster unit are the company's production workers, warehouse employees, maintenance mechanics, quality control inspectors, painters, body repair people and marshalling area personnel.

WASHINGTON, D.C.

$28,078 Paid Teamster Liquor Salesman

Two Teamster liquor salesmen, both members of Local 639, recently won a $28,078 backpay settlement.

But it took two arbitrations and solid Teamster representation to beat International Distributing Company, said Local 639 President Daniel George.

The precipitating incident arose after the company reorganized and then regrouped seniority by smaller units, in the process laying the two Teamsters off. This procedure was not allowed by the contract, and an arbitrator ruled that the two should be returned to work in their company-wide seniority spots.

Thereafter the salesmen returned to work, only to find they'd been given entirely new duties. Instead of serving their original prime accounts of about 45 customers each, they were detailed to service 300 accounts selling expensive imported wines to customers in poor areas of the city where little or no demand existed. The company also calculated their lost wages at 35% less than their previous year's earnings.

So it was back to arbitration with both problems—the type and number of accounts and the amount of settlement—subjects for discussion. This time, the arbitrator was more specific. He detailed the accounts and products to be assigned to the Teamster employees and the amount of money due them—$28,078. Nice going, Local 639!



Shown here, the two Local 639 salesmen involved are congratulated. From left to right are: Grievants Neil Banner and William Reid, Local 639 Business Representative Phillip Feaster, and Ken Henley, the local union's attorney.

ACTIVE IBT LOCALS

NEW YORK, NEW YORK

Local 966 Officer Addresses Students

Teamster Local 966 Vice President Leonard Higginson, in an effort to bring the truth about labor unions to today's high school students, recently addressed the senior class at Hawthorne High School in Hawthorne, N.J.

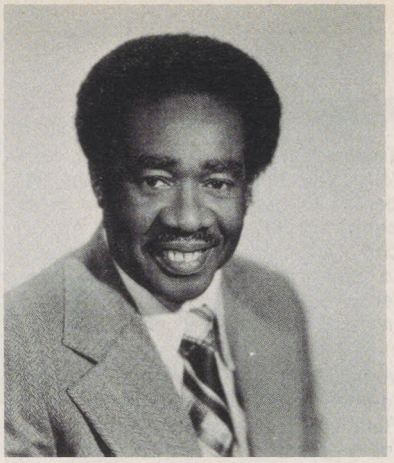
A letter received from the school after the visit proved that Higginson's remarks were well-received but showed that labor has a tough job ahead of it in convincing today's youngsters that unions can be beneficial to them.

Urging Higginson to establish a speaking program to bring the true story of labor to students in the area, Hawthorne's Social Studies Department teacher, Mrs. Marian Doherty, noted that her students have "many questions about the real benefits of union membership" and "ambivalent feelings about unions in general; some were quite anti-union."

She unconsciously revealed that teachers, too, could use a little understanding of today's labor movement by her own comment that: "Unions today have virtually no representation among scientists, economists, managers and educators. . . . Unions still seem to consider the 'working class' the unskilled or lower skilled wage earner." She added: "The working class is changing; unions' conception of it has not." (Perhaps she hadn't heard of the large numbers of professionals and white collar workers being organized today by labor unions.)

Mrs. Doherty did note, however, that Higginson had been an articulate, effective spokesman and had caused a "definite change of attitude on the part of the students."

As Local 966 officials noted after receiving the letter, it simply reinforces their contention that not enough is being done by curriculum in schools and it is up to labor's representatives to get into the schools and inform the younger generation about the true story of American labor unions.



Local 966 V.P. Leonard Higginson

"If we fail to do this critical task, the generation that is moving into the job market will only know of the labor movement from the media, and based on that one-sided approach will reject unions and unionization," noted the local's president, Daniel Kapilow, in urging all unions to get active in such education programs.



Here, delegates to the J.C. 9 retiree meeting gather after the session.

CHARLOTTE, NORTH CAROLINA

Carolina Retirees Join Ranks

There was a lot of knowledge about the labor movement and our union stored in the heads of the senior Teamsters who journeyed from locals throughout North and South Carolina recently to attend a meeting in Charlotte held to discuss the formation of Joint Council 9's retiree club.

More than 38 delegates attended the sessions, with representatives there from the retiree clubs of each local union affiliated with the Carolinas joint council.

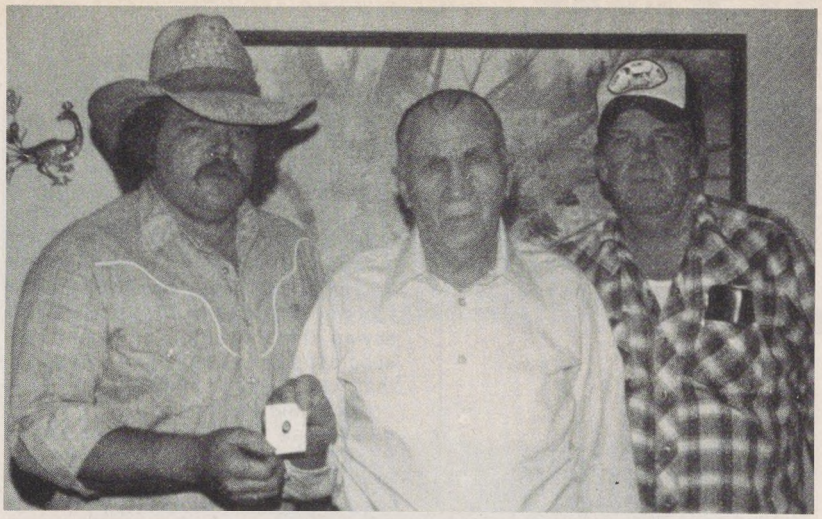
During the day's deliberations, delegates voted to return to their home locals and appoint two representatives from each local retiree club to meet for the purpose of drafting by-laws to present to all members. Currently, in the two Carolinas, there are more than 1,050 retirees, all of whom will be involved in the new group.

In addition to the retirees, also attending the meeting hosted by the Joint Council 9 executive board were IBT Vice President John Cleveland, IBT DRIVE Representative Wallace Clements, and Eastern Conference of Teamsters Representative Joe Mazza.

BIRMINGHAM, ALABAMA

Retired Local 612er Has Real Teamster Family

It's all in the family, for 30-year Teamster Local 612 member Joe Lewis (center), who retired recently from the Schwerman Trucking Company after more than 20 years with the company, most of them as shop steward. Here, Joe is congratulated and presented with a 30-year service pin, by two fellow Teamsters—son Durwood (left), a six-year Teamster veteran and the new shop steward at Schwerman, and son Joe Earl (right), a 23-year Teamster veteran employed by East Texas Motor Freight.



HOUSTON, TEXAS

Teamsters Take On Machinists and Win

Teamsters from Local 1111 in Houston, working with a strong in-plant committee, recently managed to win the allegiance of former Machinists at the Peabody Dore Company in Houston, who overthrew IAM representation recently to join the Teamsters.

The final vote in the contested representation election was 174 for the Teamsters, 5 for the IAM, and 57 for "no union," out of the 257 eligible votes, in this right-to-work state.

Victory came for the Teamsters after workers at the plant, which produces plastic line pipe, fittings and does fabricating, approached the union for help after nearly 10 years of ineffectual representation by the Machinists.

During the campaign, the company also got into the act, staging a "vicious, anti-union drive" that included showing films depicting violence and engaging in other illegal tactics, all designed to convince workers the company should "operate scab," says Local 1111 President Lynn Wells.

After the votes were counted, Wells added, "workers were overjoyed. They began a celebration the likes of which I have never seen. The collective shouting for joy lasted for nearly an hour even as the election results were brought to workers waiting a few miles from the company."

Currently, officers of the Teamster local are negotiating the first Teamster agreement for the new Local 1111 members.

CHATTANOOGA, TENNESSEE

Won't You Give $5.00 for DRIVE

Teamster DRIVE Representative Wallace D. Clements spends a lot of time on the road explaining the union's legislative programs and its political action committee. Recently, after signing up some new members for DRIVE, Clements paused to pen these words about why each Teamster should give "five for DRIVE."

If we would only give
For just one year
The money spent
For little things we call dear

We all buy, when found
To clutter up our homes
Then always be moved around
And as everyone will say
Then finally thrown away

If my ten cents a week
Will put the Big Boss on the run
And keep our Teamsters Number One
Then here's my Five for DRIVE
Now, let's vote, and work, to survive!

REMINDER ON YOUR WITHDRAWAL CARD

Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.

ACTIVE IBT LOCALS

DETROIT, MICHIGAN

TDU Fails In Effort To Upset 337 Election

Teamsters for a Democratic Union (TDU) has lost out in its efforts to upset Detroit, Michigan Local 337's election of officers held last October.

After months of investigation and hearings, the Department of Labor recently disallowed TDU's protests, saying the investigation "could not substantiate that violations occurred that could have affected the outcome of the election."

TDU had filed more than 40 separate complaints charging irregularities and had waged unwarranted assaults on the election, particularly attacking Robert Holmes, who was reelected president, a post he has held since 1961. Holmes, an International vice president, has been one of the principal officers of Local 337 since it was chartered in 1937.

Based on the protests, the Labor Department was prepared to file a lawsuit against the local union asking that a new election be held. However, a review of the Department's investigation indicated "the protests were not sufficient to warrant such action."

Holmes, asked to comment on the Department's decision, said recently he was "pleased the Department of Labor has seen fit not to allow all those phony protests to be a problem."

GREEN BAY, WISCONSIN

Retirement's No Pickle For This Teamster

Teamster Local 75 member Josephine Hartert (center) is really looking forward to retirement after a 41-year career with the Bond Pickle Company, in Oconto, Wisconsin. Here the Teamster veteran is presented with a retirement gift, a lovely bible, by Business Agent Glenn Tarkowski of Local 75, who is joined by Bond steward Laura Slovick (right) in wishing her well.





MILWAUKEE, WISCONSIN

Teamsters' Aid Vindicates Worker

Augie Nurkala (center), a member of Milwaukee Teamster Local 344, is shown here receiving a backpay award in the amount of $12,960.00 from Local 344 Secretary-Treasurer Charles Pieper (right) and Business Agent Dennis Gard (left). Nurkala's grievance arose after his employer, Coca-Cola Bottling Company, fired him last year for alleged misconduct, a charge his Teamster local successfully refuted at the Teamster's arbitration hearing. Nurkala was reinstated with full seniority, backpay and compensation for missed benefits.

SAGINAW, MICHIGAN

These Teamsters Are Busy Building Bridges

Teamsters work in so many crafts and industries around the country that we sometimes forget that the building trades unions don't have a monopoly on all workers in the construction industry.

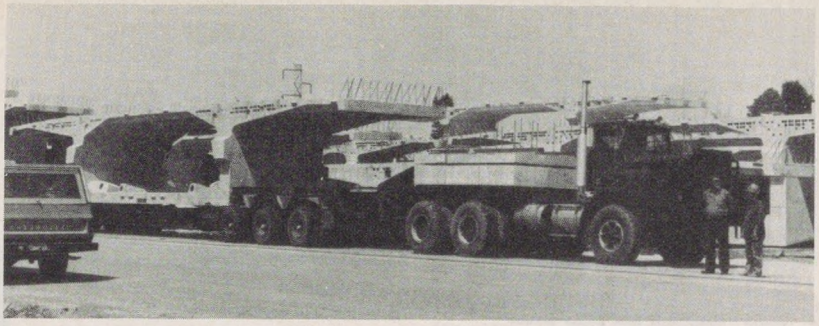
Teamsters from Local 486 in Saginaw, Michigan, are just one example of how much our members contribute to any construction project. These Teamsters are busy at work currently helping to build what Local 486 Secretary-Treasurer Harry R. Armstrong describes as the "largest pre-cast segmental concrete post-tension bridge" in the country. They're using a specially designed and manufactured truck with a top speed of five miles per hour to jockey the nearly 200-ton segments into position at the construction site.

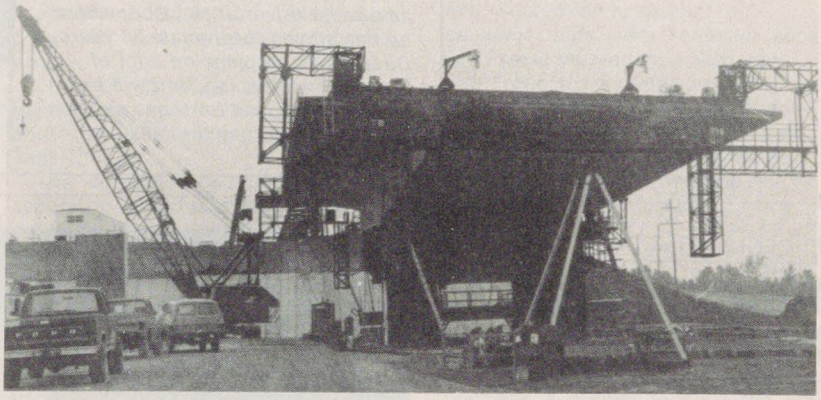
The bridge is being built in Saginaw County, Mich., to replace the 20-year-old Zilwaukee drawbridge that, over the years, has proven irksome to countless motorists, some of whom find themselves stalled in lines for hours, especially on holiday weekends, waiting for the bridge to open and close to accommodate passing water traffic, in the process bottlenecking I-75 between Sault Ste. Marie and Tampa for hours. Now, as motorists wait, they'll be able to watch as the bridge is erected.

The new bridge will be constructed of 1656 concrete segments, each 73 feet long, which are being formed at the job site by employees of the Dutch firm of Stevin Construction Co., Inc., in conjunction with the Walter Toebe Co. of Wixom, Mich.

Substructure for the bridge consists of 53 huge concrete piers which will rest on six-foot to eight-foot thick concrete footings supported by pilings driven an average of 75 feet below ground. The design calls for two complete bridges side by side, each with three traffic lanes and two 12-foot shoulders. They will be just about six feet apart. It will weigh more than 600 million pounds and be 8,100 feet long. It will be nearly three times bigger than others of its type, according to Kaes Grimbergen, project superintendent.

Instead of using conventional cranes for the massive project, workers are mounting the concrete segments from a 1,000 foot long, 1,200-ton launching steel girder which spans the piers. A 30-foot wide gantry crane is used to move each segment along with the girder to its place. Once in place, the segments are joined together by reinforcing steel, cables and a special construction epoxy.





Two Local 486 Teamsters, Al Barton and Lynn Dembowske, are working directly at the site, with many more Teamsters working indirectly to get the project accomplished.

The Local 486 Teamsters are using the specially created tractor-trailer to transport the 150 to 185-ton segments into place to form the bridge. The vehicle jockeying the loads into place has a tractor 20 feet long and a trailer some 90 feet long. Combined weight of the two pieces of equipment is more than 137,000 pounds. During operation, it's so large that even at five miles an hour, it requires someone at the rear to steer it, so it can navigate corners.

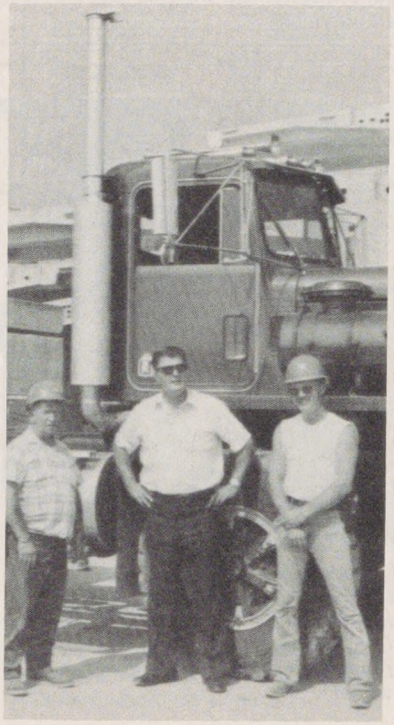
Noting that only two Teamsters work directly on the site jockeying the behemoth tractor-trailer, S. W. Curtis, project engineer for the joint venture, points out that the project has provided jobs for many other Teamsters in hauling the steel and concrete necessary for the construction of the bridge. He noted that the reinforced steel for the bridge comes from Redford Township and is, "of course," hauled by Teamsters.

Completion of the bridge is tentatively set for September, 1983, so it looks like there will be work for a long while to come at Saginaw's engineering marvel.

Here, the 5 m.p.h. specially designed truck, loaded with 200 ton concrete segments, gets ready to roll.

At the construction site, the 200 ton concrete segments are laid into place.

The truck's drivers, Local 486 members Al Barton (left) and Lynn Dembowske (right) pause to talk to Local 486 Business Agent Carl Havalda.



ACTIVE IBT LOCALS

SACRAMENTO, CALIFORNIA

A Pension Check At Highway's End

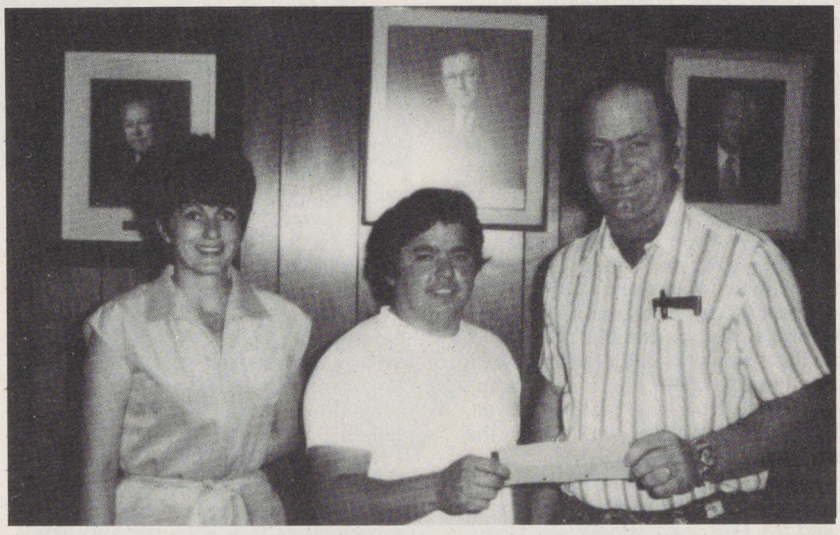
After a whole lot of years on the road, Teamster Local 150 member Paul Dazzo (left) here receives the thing that makes everything worthwhile—his first Teamster pension check. Dazzo joined the Teamster local back in 1945 when he went to work for Made-Rite Sausage Company. Later he accepted a job as a relief driver at Nabisco, where he has stayed for the last 34 years. Dazzo says he plans on a lot of traveling and fishing, and will be watching the mail for those pension checks to help pay the bills.

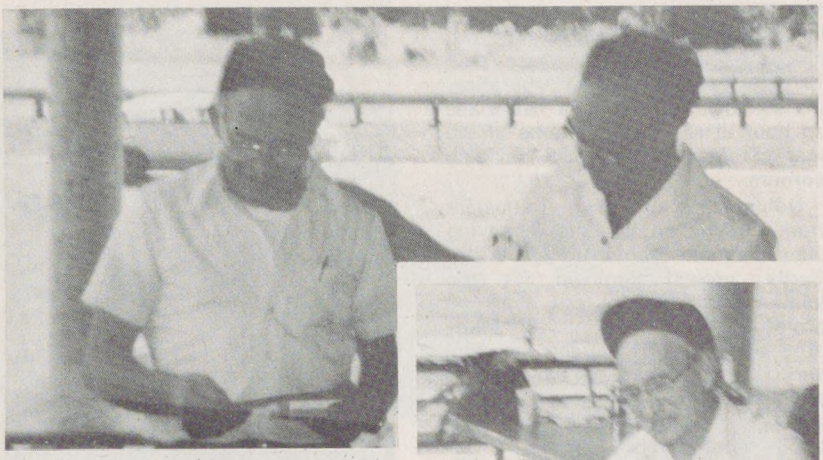


PHOENIX, ARIZONA

Teamster Is Grateful For the Union's Aid

Teamster Robert Serna (center), a member of Local 83 in Phoenix, Ariz., is shown here receiving a $6,328.00 backpay award, as he's congratulated on his arbitration win by Local 83 Recording Secretary Thelda Williams (left) and President Joe Mish (right). Serna found out the hard way that anybody may need the support of the union behind him someday, after his improper discharge from the Century Paving Company. Thanks to Local 83's efforts, Serna won not only backpay, but reinstatement with full seniority and benefits.







Above, the Teamster veteran receives his first pension check from Local 962 Secretary-Treasurer Cliff Cooper (right). At right, he reminisces with "his" steering wheel.

PORTLAND, OREGON

Local 962 Retiree Takes Part of Job With Him

When Teamster Local 962 member Howard Curtis retired a few months back, coworkers threw for him a large retirement picnic. To celebrate, in addition to the food, beverages and entertainment available, they bestowed on the Teamster a number of retirement gifts including a saddle, a myrtle wood clock, a belt buckle, and a years of service plaque from his employer, Trans Western Express. "Short Stack," as Curtis is better known, is a 33-year trucking veteran, so perhaps the best gift of the day was the one that allowed him to take a little bit of his career along with him into retirement—a steering wheel from a truck similar to the one he drove for so many years.

SAN FRANCISCO, CALIFORNIA

It'll Stay Union, Mayor Tells Teamsters

Appearing before a Bay Area labor group, San Francisco Mayor Dianne Feinstein pledged to Teamsters and other unionists that the city, always a union town, would remain that way under her administration.

Feinstein was addressing the Bay Area Union Labor Party, a recently revitalized political action group that includes area Teamsters and is aimed at achieving legislative and political gains.

In order to keep her pledge, Feinstein added, "We need to develop a working relationship between labor and government." Stressing that old divisions between labor and business no longer work, Feinstein told the group that she desires to keep businesses, both large and small, in the city and to encourage new ones to come. "I want to protect and keep blue-collar jobs," she stressed.

Feinstein urged the group to support the floating of industrial bonds and other moves to achieve this goal, especially since the impact of Proposition 13 will be hitting San Francisco and other urban areas soon.

"I want to work with you; my hand is out; my door is open to you and your leadership," the mayor said.

The breakfast meeting was the second in a series convened by the political action group.

In a preliminary business session, President Herb Suvaco of Teamster Local 860 emphasized that the party would be active throughout the Bay Area in supporting candidates and issues in local elections which are important to Teamsters. He urged that all Teamster locals contact the Bay Area Union Labor Party office when they want to request assistance and resources.

Joint Council 7 Economist Harry Polland told the breakfast meeting that political action and coordination was a priority today. "The collective bargaining contract in itself is not enough," he said.



Mayor Feinstein addresses the Bay Area Union Labor Party breakfast. Seated left to right at the speakers table were Teamster Local 960 President Madeline Samarzes, San Francisco Supervisor Wendy Nelder, Teamster Local 665 President Ernie Yates, Teamster Local 860 President Herb Suvaco, and Teamster Local 350 Secretary-Treasurer Robert Morales.

REDDING, CALIFORNIA

Non-Union Firm's No Help to Calif. Community

Teamster rank and filers from several area trucking companies weren't too happy when they heard non-union Viking Freight System was about to expand its operations into their community recently, less so after Viking began a major media blitz to make its name a household word and combat what it saw as the "hometown syndrome," the tendency among residents of the two small towns involved to be wary of outsiders.

But when the company actually began its move to Arcata and Eureka, sister cities on California's scenic North Coast, just 90 miles south of the Oregon border, they along with area residents grew angry as they realized that Viking's "invasion" would do little to aid anyone in the economically depressed area which already suffers from unemployment double that of the state as a whole.

As Viking's terminal opened and its sales staff began soliciting accounts previously serviced by union carriers, residents at first were excited by the new industry, in the hope that they would find jobs with the firm. They quickly found out differently. Scores of local people were turned away and discovered the company would be importing their entire work force to operate the new terminal.

"That was all the local people needed to hear," commented Steve Ruckle, vice president of Teamster Local 137 and business agent for the Eureka-Arcata area. "One brother that I sent over to apply was told that '37 out of towners were on the waiting list.' This was incredible; we had to inform the community," Ruckle said.

Local 137 donated some money, its members solicited contributions and other unions even donated to the cause to publish an "unfair ad" in local papers, telling residents that Viking would be importing its work force and damaging the local economy further.

The ad ran in a Sunday morning edition of the local paper, with a rapid response from local businesses. Several drivers were quickly told by their local accounts that "they had no idea Viking was operating in this fashion, and that there was no way they would ever use them."

The Teamsters have put Viking on notice that they and area merchants will not sanction any moves by Viking that harms this northern California county or its many residents.


UNFAIR

We, the employees of the local freight carriers (P.M.T., Delta and Nielsen) are concerned that many local jobs are in jeopardy due to Viking's decision to open a terminal in Humboldt County. Refusing to hire local people is bad enough but when you add to that the substandard conditions of employment those employees are forced to work under, we feel we have good reason to be concerned. Please consider the below listed areas of concern.

NO JOBS FOR OUR LOCAL PEOPLE

We resent Viking importing their entire work force from outside of our area when we are suffering from staggering unemployment. When System 99 closed its terminal in Arcata it left many hard working and well qualified freight handlers on layoff status. You'd think Viking would jump at the chance to hire people with this kind of experience, knowledge of the area and its potential customers. But ... NO WAY. Thirty-seven out-of-towners are on the waiting list ... one local man was told.

SUPPORTING OUR LOCAL MERCHANTS THROUGH PURCHASING POWER

For decades our families have lived, gone to school and paid taxes in this area. More importantly, we've been able to support our community by patronizing the local business men helping to provide jobs for others and hopefully sufficient income for the business community to remain prosperous and viable. This is possible because our employers pay us fairly - enabling our families to remain in the mainstream of the American economy. Combined, the annual payroll of our three local employers is well over two million dollars ($2,000,000.00).

Based upon the recent budget hearings of the City of Eureka wherein the "ripple" effect was determined to be from 3 to 5 times the original economic impact, a net local economic factor of six to ten million dollars is generated by our employers.

We resent the attempt of Viking to undermine the nationally established wages and working conditions for our industry. If successful, we fear the inevitable result will be that our buying power is so reduced that we will be lucky to buy groceries and make our car and home payments.

UNFAIR COMPETITION

We are not afraid to compete on an equal basis with Viking or any other carriers. For years we have competed against each other for the local business. This is healthy for the industry as it leads to improved service to our customers. What gripes us, and hurts our local economy, is that our employers pay us the same terms and conditions that the freight companies across this nation are paying their employees. Meanwhile Viking on a statewide basis, pay their help considerably less. This gives them a distinctly unfair advantage.

SUPER PROFITS

Local businesses that we have served for years, inform us that Viking's rates are comparable with ours. We resent the fact that, by paying their employees considerably less, Viking is able to generate obscene profits at the expense of working men and women. It needs to be said that Viking Freight Systems in 1979 reported a net operating profit in excess of 2.7 million dollars. This net operating profit exceeded the combined net operating profits of Delta, P.M.T. and Nielsen combined. This is at the expense of their workers who are working for less and at the expense of the customer who is paying Viking the same P.U.C. regulated rate that our employers must charge in order to provide us with a decent standard of living.

YEARS OF SERVICE

Together we represent over 1,200 years of service to our local customers and many more years of supporting, through our buying power, the community as a whole. We ask the public to consider the above points next time any of you have need to ship or receive freight. Meanwhile, we pledge as concerned neighbors, to continue to improve our service to you. Your suggestions are urged. Thank you.

This ad paid for by the affected employees listed below, in conjunction with their Local Union.

JOHN AITON
KEN AUKES
WILLIAM BLANCHARD
RICHARD BELLINGTON
DAVID BLAIR
R. C. BRANDON
ROBERT BRANDON
NORMAN BRIGG
LEO CASADA
ROBERT CHRISTIANSEN Jr.
ELIO CORTOPASSI
CHARLES CRAIG
CHARLES DANE
EUGENE DANGAARD
GEORGE DANIELSON
RUDOLPH DAVI
DAVE DEL GRANDE
ROY DUDAS
WILLIAM FLEMAN
RALPH FOSTER
JAMES FREDRICKSON
LENARD GARCIA
WILFORD HICKS
HOWARD JAMES
JOHN LEDFORD
DUANE LOCKHART
JOHN MacMILLEN
DANIEL MARCELLI
RAY MARRIOTT
DARREL McKENNA
THOMAS MOORE
VINCENT MUDGLEY
GEORGE MUSSELL
GEORGE NICKLAUS
RUSTIN PIGDON
GENE PIGDON
JOE PITTSINGER
D. NORMAN PRIEST
WILLIAM QUEL
WILLIAM RICHARDS
RON RICKARD
DON ROBINSON
ROBERT SCHULTZ
RON SCOTT
WILLIAM SEIBER
RICHARD SULLIVAN
DAVID SWANSON
KEITH THOMPSON
CLIFFORD VIALE
GARY WOODS
LESLIE WRIGHT
WILLIAM WRIGHT

It is not the intent of this ad to induce unionization upon Viking's employees. Unionization is a choice that only can be made by a majority of Viking's 1,000 employees. Our interest is only to inform our friends and neighbors of our deep concern.

ERNIE PAPPAS
Secretary-Treasurer
GENERAL TEAMSTERS LOCAL #137

STEVE RUCKLE
Vice President/ Business Agent
GENERAL TEAMSTERS LOCAL #137

Special thanks to Bro. Les Wright whose ideas and involvement have helped make this project a success and to Bro. Bill McHugh of Machinist Local 540 whose concern and contribution are greatly appreciated.

Here, a copy of the informative ad that brought the truth home to Arcata/Eureka residents.

CONSUMERS' CORNER

THE smoke from the burning wastepaper basket curled upwards toward the top floor of the house. Flames started dancing up the curtains of the study and over toward the bookcases. At that point, the upstairs smoke detectors shrieked everyone awake. Calmness, together with an escape plan, can avert tragedy in a house fire.

More than 8,000 people die each year in fires, three-quarters of the deaths occurring at home. Many of these deaths can be averted by equipping homes with smoke detectors and by formulating escape plans and practicing emergency situation drills. Also helpful in the event of a fire breaking out is keeping a fire extinguisher in the home. The best are the multi-purpose dry chemical models.

A word of caution on the use of extinguishers, though. While they are effective against small fires, such as one erupting in the kitchen (grease or fat, for instance), don't attempt to fight a big fire with one.

There are two things to do in a fire:

- Get everyone out of the house;
- Call the fire department.

The priority for any homeowner or, for that matter, apartment dwellers, too, is to vacate the premises as quickly and as orderly as possible. Decide on a common meeting place outside the home. Make sure everyone knows at least two escape routes from each room, and practice those routes.

Many people have died from smoke inhalation because they attempted to vacate the premises by ordinary means rather than through a window. The U.S. Consumer Product Safety Commission recommends that an escape ladder be installed in each room that doesn't have two exits. A knotted rope can serve as a ladder.

If you find yourself caught in a burning house, always touch a closed door before you open it. If it is hot, don't open it because it means the fire is on the other side. Opening it will allow flames and smoke to shoot into the room. If you can't escape, stay by the window and signal for help.



When fleeing a fire, stay as close to the floor as possible. If necessary, crawl. Most fire deaths are the direct result of smoke inhalation. Carbon monoxide and other deadly gases form during combustion. Since they rise to the ceiling and build down from there, staying low may be the only way you can avoid breathing these vapors.

Don't underestimate the lethal properties of smoke. A person can be overcome by carbon monoxide without even realizing it. He may become lightheaded, confused and eventually pass out before dying.

Once everyone is out and gathered at the designated meeting area, call the fire department. Do not return to the house for any reason.

If you live in an apartment building, it is no less important to plan an escape in the event of fire. Make sure everyone knows where stairways and alarms are. Never use an elevator during a fire. There may be a power failure in the building and the elevator could get stuck. Another problem stems from many elevator button systems being heat-sensitive. Thus an elevator may travel directly to the floor of the fire.

The CPSC recommends the following steps for treating burns:

- Apply cool water instantly;
- Remove non-sticking clothing;
- Wrap burn loosely in clean cloth;
- Call hospital or doctor for all but minor burns.

Only cooling stops the skin from burning. If your clothing catches fire, don't run. Drop and roll back and forth to smother the flames.

The best way to protect your family from fire is to avoid fires in the first place. Keep matches and lighters away from children. Don't wear loose-fitting clothing when cooking; it may catch fire. Bed and upholstery fires kill more people than any other kind of fire. Never smoke in bed. Never smoke around upholstered furniture when you're sleepy.

Invest in a system of smoke detectors; either the photoelectric or the ionization kind will do. These alarms can provide your family with the cushion of the few minutes warning which can mean the difference between life or death.

Educate your family on the prevention of fire and the steps to follow if there is one. Post diagrams of escape routes and practice them on a regular basis. Keep flashlights in each bedroom in case the electricity goes off during a fire.

Prompt, proper response by the entire family during a fire is necessary for its survival. Be certain you all know what to do in an emergency.

TEAMSTER SPORTS!



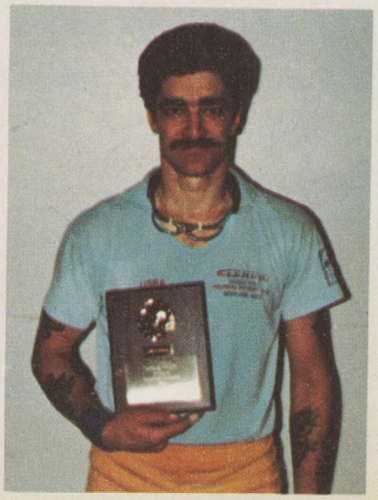
The top-notch Southland Marketing softball team (shown here sporting the team colors) hails from North Hollywood, Calif., and has just finished its fifth season of competition. Among its players the team counts Teamster Local 848 members, all of them liquor drivers from the L.A. area.

Teamster Local 952 member and Consolidated Freightways employee Robert B. Pfetzing has a pretty "racey" pastime—he races motorcycles. Rob, 21, says it began as a hobby, but now he races in the Class A speedway motorcycle racing class about three nights a week during the summer on the pro circuit in Southern California, usually competing at nearby tracks such as Costa Mesa, San Bernadino and Ventura. Rob says his dream is to someday be able to compete in speedway racing in Europe, where riders race for teams and attract huge audiences much as American basketball or football teams do. Right now, the rookie is beginning his climb up in American pro ranks.





Illinois Local 705 member Herman Rittensel, a 31-year Teamster veteran, has the unique hobby of raising birds (some from the egg on, he says). His collection includes parrots, macaws, amazons, cockatoos, African grays and conures. Here he is shown with Pedro, just one prized specimen from the collection in his home aviary.



Racquetball is the favorite sport of Teamster Local 407 member Dominic Palmieri, a driver for Preston Truck Line in Cleveland, Ohio. Brother Palmieri has been playing for five years now and currently is one of the top ranking players in the Veterans Open Division. He recently won the award shown here after taking first place honors in the three state A.A.R.A. Regionals Tournament held in Cleveland, playing against the best competitors Ohio, West Virginia and Michigan had to offer.

"You're doing fine, Jerry."

-Ed Koch-
Mayor of the City of New York

The Jerry Lewis Labor Day Telethon for the Muscular Dystrophy Association. The most important show on television.



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
October 1981

The Great Coastal Caper

PART II





MESSAGE FROM GENERAL PRESIDENT ROY L. WILLIAMS

LAST month the 124-member policy committee of the Teamsters National Master Freight Negotiating Committee met and considered the employers' requests to reopen negotiations on the agreement.

The Committee voted unanimously to reopen and renegotiate the agreement and its various supplements even though such renegotiation would normally start at a date closer to the anniversary date of the agreement.

Subsequently, the Teamsters Union has notified the employer groups that we will be pleased to meet with them for the purpose of establishing a negotiation schedule and whatever other procedures that may be necessary.

The negotiations, although beginning ahead of schedule, will cover the new contract period which begins April 1, 1982.

In order to afford the maximum time possible, we have asked each freight local union to schedule membership meetings for the purpose of securing proposed changes to the agreement, and to submit proposals to IBT headquarters on or before October 5, 1981.

After receipt of requests and suggestions for modifications or amendments, a screening committee will meet to consider all union proposals.

Following this, the two-man committee representing all freight locals will meet, and we expect that negotiations will begin before Thanksgiving.

Every proposal submitted by any local will be given every consideration. And in our negotiations, I can assure the membership that we will be looking out for the best interests of all our members affected by the agreement.

We will address every problem and readjust accordingly, but most importantly, we will protect our membership at any cost. We want to keep those who are working on the job; we would like to get those who have been laid off back on the job.

Today's economy and deregulation have created grave problems and many have suffered. We know that we have thousands of Teamsters unemployed, and we know that job security is important to all our people.

As we begin the negotiating process, let me assure all of you affected by the National Master Freight Agreement that all of us negotiating on your behalf will have your interests at heart and will do whatever it takes to negotiate the best possible agreement.

Fraternally,

Roy L. Williams

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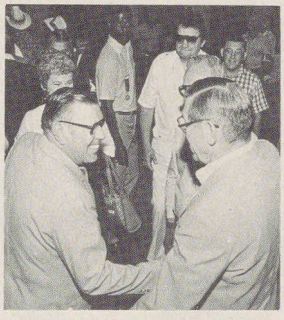
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Coming in next month's *International Teamster* will be an in-depth feature on another great Teamster legal victory. As this magazine went to press, the union learned that the United States Court of Appeals for the Fourth Circuit in Richmond, Virginia, had just reversed a $3 million judgment in favor of Pilot Freight Carriers against the IBT. Details on this important victory for the union will be contained in next month's magazine.

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WESTERN CONFERENCE DELEGATES HEAR OF UNION GROWTH, IBT GOALS AT MEETING



Vice President M. E. Anderson receives congratulations from General President Roy L. Williams who reappointed Anderson to another term as director of the Western Conference of Teamsters.

ORGANIZING, trucking problems, a bit of nostalgia and a blend of excellent guest speakers made up the agenda of the 35th meeting of the Western Conference of Teamsters, held in San Diego, Calif., Aug. 31-Sept. 4.

WCT Director M. E. Anderson, reappointed to another term by General President Roy L. Williams during his visit to the convention, chaired the sessions throughout the week. There were 873 delegates, alternates and guests present.

Anderson issued a theme of "returning to the basics" in terms of organizing and representing Teamsters Union membership in the west. He also spoke on the continuing need for cooperation in WCT programs so as to assure effectiveness.

Featured speakers on the agenda included General President Williams who talked about upcoming national freight negotiations; General Secretary-Treasurer Ray Schoessling; James R. Herman, president of the International Longshoremen's and Warehousemen's Union; some government speakers, Teamster consultants, and finally, three famous Teamster retirees.

Attention centered on General President Williams. It was his first major address to an Area Conference gathering since his election to office and he was highly complimentary of the achievements of the WCT.

Williams drew a quick laugh with a comment on his sudden propulsion into the nation's capital city, saying of Washington, D.C.:

"It's a jungle—even the cab drivers are politicians. It's the worst mess I ever got into in all my life. . . . They're not going to change me—I didn't go there to become a politician."

Uppermost on Williams' mind, what with the National Master Freight Agreement up for renewal early next year, was the condition of the Teamster membership in the floundering motor carrier industry.

Remarking on the fact of IBT research that some 117,000 Teamsters Union members have been laid off in a year as a result of trucking deregulation—plus the domino effect upon industrialized areas—Williams declared that deregulation "has created a nightmare for our people that we will never allow, can never allow, to continue."

Williams told the delegates, many of them from general freight locals, that a letter already had been received from Trucking Management, Inc. (TMI) requesting a reopening of the contract due to expire at midnight next March 31st. TMI wanted to begin negotiations immediately.

But, Williams said, the International Union responded that it still had a lot of preliminary planning yet. He told his listeners that the union's 124-member national freight negotiation policy committee was scheduled to meet in Chicago, Ill., in mid-September.

Meanwhile, he added, there had been two very brief meetings with TMI people, but: "We promised them only that we would not change the expiration date of the contract."

Traditionally through the years since the pace-setting master agreement was first negotiated in 1964, the IBT has commenced preparing for the bargaining in late summer, met with the employer representatives usually in December to exchange proposals, and proceeded with table talks in earnest beginning in the January before expiration of the existing contract.

Negotiations this time promise to be filled with problems inasmuch as trucking deregulation has ravaged the motor carrier industry.

Williams outlined the situation very carefully. Inflation and unemployment are a major part of the picture but there are other problems. Seniority, in the face of layoffs, gets tested severely, for example.

There are problems of governmental origin, too. For instance, the Interstate Commerce Commission's effort to do away with the fuel surtax. Williams pointed out it now costs operators $1.05 a mile to stay in the black, yet many are going broke—and do not realize it until the bank takes away their equipment—because they are running freight as low as 85 cents a mile.

"Everywhere you look," Williams said, "you see blocks of used trucking equipment for sale."

(Upon returning to Washington, D.C., Williams filed an IBT paper before an ICC fuel surcharge proceeding, urging that the fuel surcharge program be maintained for the protection of owner-operators.)

In essence, Williams said many of the gains won in past national freight contracts are endangered because many employers are dangerously on the brink of being unable to fulfill their obligations.

He cited pension programs, health and welfare plans, and other economic items, suggesting that the Teamsters Union may need to consider concentrating on preservation and perhaps depend upon the cost-of-living language to take up the slack.

But those things, he emphasized, will be determined in the first instance by the wishes of the membership, and secondly, by the negotiating policy committee responsible to the membership.

He stressed: "We have to get authority from the members to talk about the contract and they'll all have a chance to talk about it as in the past."

A few minutes later, Williams made a series of short statements which have been misinterpreted by those ignorant of collective bargaining and who also were unaware of his earlier remarks as described:

"Maybe we should calm down a little bit. Get our people back to work. Maintain our wages. Work it out in such a way so we stay even with what we've got and get the trucking industry in a position where they can't raise hell with us for raising the rates. Our people want to go back to work."

The prospects hovering in the background for amendments to correct the destructive Motor Carrier Act of 1980, meanwhile, continue to remain cloudy in Congress.

General Secretary-Treasurer Schoessling surprised the delegates pleasantly with the announcement that the International Brotherhood of Teamsters, suffering membership losses during recent months, seems on its way to recovery. He said per capita fees paid by local unions in August totaled exactly 2,000,001.

Another indication of the revival in Teamster membership, said Schoessling, was the fact that initiation fees this past August totaled more than 2,000 over the number for the same month a year ago.

The IBT has suffered a serious loss in membership, explained Schoessling, as a result of deregulation, which affects not only drivers but dockmen and warehousemen as companies fold up, merge, or shorten their terminal lines.

Had it not been for the foresight of Teamster leaders years ago to organize in other fields, Schoessling said, "we would have remained a very small union."

The muscular bond between the Teamsters Union and the International Longshoremen's and Warehousemen's Union was described forcefully by the major guest speaker, James R. Herman, president of the ILWU. He was accompanied to the meeting by Curtis McClain, secretary-treasurer of the ILWU.

Herman immediately reaffirmed for the delegates what he called the solidarity between "our respective unions." He rated the bond as something that "all of organized labor needs as a condition of survival today."

A GUEST WHO CAME TO DINNER

THERE was a rather odd occurrence connected with the Western Conference of Teamsters meeting in San Diego that still has some delegates scratching their heads in wonderment.

California Gov. Jerry Brown showed up uninvited at the WCT's buffet dinner attended by more than 800 Teamsters and their guests at a prominent hotel.

Brown spent about an hour in an apparent effort to try and make friends, perhaps in shock from the fruit fly troubles, "but few Teamsters rushed to welcome him and some even refused to do so," according to the San Diego *Union* daily newspaper.

The governor, milling through the packed crowd, spent much of his time attacking the policies of President Ronald Reagan. The San Diego *Union* provided a description of the reaction:

"It was the kind of talk a good many Teamsters, whose union was the only labor union to support President Reagan in his campaign, did not particularly want to hear."

The close relationship between the two unions historically traces to coastal port warehousing and dock work. Herman termed the tie a continuing success through the years dating from the friendly alliance between Jimmy Hoffa and Harry Bridges.

"We cannot rest on our laurels," Herman declared. "We must build on that relationship to further grow in unity." He added that he did not know of a more perilous time in labor history than now with the prevailing anti-union climate and economic problems.

The ILWU leader was proud of the early successes of the joint campaign in recent organizing on the waterfront as shared with the Teamsters, offering them as proof of how best to "take our common strength and turn it against a common adversary."

Herman pledged the ILWU's complete and total support for the new leadership of the Teamsters, Roy Williams, noting that the ILWU leadership, too, has been the object of witch-hunts in the past. He said of Williams: "We in the ILWU are not fair weather friends and we will stand with you."

Herman received strong applause as he ended his speech to the Teamster delegates with the statement: "We know that when the chips are down, we can count on you—and you can count on us."

• Five International Union vice presidents attended the Western Conference sessions and each was asked by Chairman Anderson to address the delegates briefly.

"The only answer to our problems is to organize the unorganized," said Vice President George Mock of Sacramento, Calif. Referring to the change in Teamster leadership, he called General President Williams "an outstanding president who tries to keep in touch with the rank-and-file."

Mock, who came originally from the warehouse industry, noted that trucking deregulation has caused a tremendous loss of jobs of Teamsters working in warehousing.

Vice President Harold Gibbons of St. Louis, Mo., said: "We in the Teamsters have one strong thing going for us and that is the union itself. It's our best defense and our best hope."

Gibbons was referring to the continuing economic problems stemming from inflation which help destruct "the dreams of young people." He

(Continued on next page)

described high interest rates, encouraged by current and past Administrations, as the wrong road to travel in seeking economic recovery.

Vice President Edward Lawson, director of the Canadian Conference of Teamsters, told the delegates that problems facing the International Union are the same on both sides of the border, adding that "in the past few years we seem to have been in a holding pattern and not getting things done."

Lawson said that under the leadership of Roy Williams, the IBT has a new opportunity to get more involved and expand horizons so as "to preserve the standard of living of our membership."

Teamster members must become more deeply involved in political activity, said Vice President Arnie Weinmeister of Seattle, Wash., in a brief talk. The IBT and all of organized labor, he said, needs state and federal lawmakers responsive to wage earners.

Weinmeister suggested the union movement has spent too much time trying to protect itself against anti-labor legislation. Somehow, he said, time must be found to work on behalf of pro-labor legislation.

Vice President Don Peters of Chicago, Ill., the newest addition to the IBT general executive board, spoke of the need to organize, as did many of the other speakers at the convention.

Peters said the work is there, waiting to be done, because one of the most important accomplishments of the 1981 Teamster convention was to add new jurisdictions for local unions to organize.

Walter Shea, executive assistant to the general president, said he thought the International Union was reborn at the 1981 convention in Las Vegas last summer. He said further changes are being considered at the IBT headquarters in Washington, D.C., so as to improve services for all affiliates.

Bill Wagner, once a Teamsters Union member and now an international vice president of the Operating Engineers, took a moment at the microphone to laud the cooperativeness between the Engineers and the Teamsters on the West Coast.

• Two speakers from the Department of Transportation appeared as guests of the WCT convention: Kenneth L. Pierson, director of the Bureau of Motor Carrier Safety in the Federal Highway Administration, and Raymond Peck, administrator of the National Highway Traffic Safety Administration.

Pierson, a one-time Teamster truck driver and often a speaker to Teamster groups, said the BMCS is committed to improving heavy truck safety and that currently it is engaged in determining regulatory priorities.

The Reagan Administration has challenged BMCS and most other agencies to accomplish more with less cash, said Pierson. To that end, for instance, the agency has a new policy on vehicle inspection and it is directed at the most serious points that can lead to accidents.

Pierson said the only new regulations in the future will be those that are compelling and focus strongly on safety. Additionally, there will be a review of truck size and weight limits, hours of service rules will be overhauled, and the same for inspection-repair-maintenance and accident-reporting records.

Peck said NHTSA, which he described as a law enforcement agency, has the task of enforcing regulations on truck manufacture. He said the agency is looking anew at some old standards, to determine if change is

Famed Teamster Retirees Add Flavor to WCT Meeting

THREE FAMOUS Teamster retirees took turns at the podium to remind those attending the Western Conference meeting how the Teamsters Union achieved its success and to offer encouragement for future achievement.

They were Dave Beck, former general president; Einar O. Mohn, former vice president and director of the WCT; and Frank Brewster, another ex-director of the WCT. Each played an important part in establishing the Area Conference concept which spread to the remainder of the IBT in subsequent years.

Beck delivered his usual spellbinding speech filled with illustrative anecdotes, declaring, "This is a great International Union but it's going to be a greater union as time goes on!"

Beck voiced stout approval of the idea of joint organizing as mentioned earlier by ILWU President James Herman, a guest speaker, adding: "We have to get away from the nine-to-five concept of organizing. We must live and breathe organizing!"

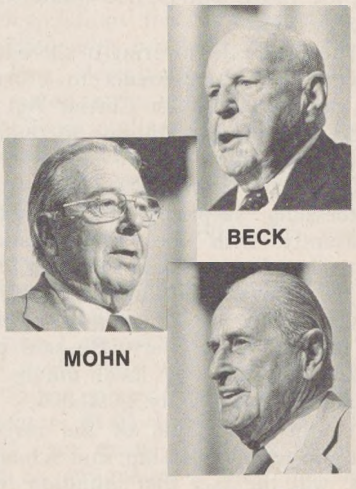
Mohn recalled for the convention that "we in the Teamsters Union have only one reason to exist and that is to help the people who believe in us."

He applauded General President Williams' earlier frank remarks about freight problems. Mohn said Williams could have spoken otherwise had he been seeking popularity—"but then would he have been loyal to the organization and doing the job?"

Brewster made a plea for Teamsters everywhere to get closer together again, saying, "You can't cooperate with somebody who won't cooperate with you. It's a two-way street."

To rebound and grow bigger, said Brewster, the leadership and the membership alike must put meaning back into the ideas of solidarity and loyalty to the union.

In truth, the trio offered a union gospel and it was received with great respect in the form of standing applause by the delegates.



BECK

MOHN

BREWSTER



Addressing delegates to the Western Conference meeting were, starting with the top row, left to right: General Secretary-Treasurer Ray Schoessling; IBT Vice Presidents George Mock, Harold Gibbons, Edward Lawson, Arnie Weinmeister and Don Peters; Walter Shea; Michael Riley; Joseph Edgar; James Herman; Bill Wagner; Raymond Peck; Kenneth Pierson; Dave Sickler; Robert J. Higgins and Myron Mintz.

needed, while continuing studies on cab dimensions, braking systems, fuel costs, etc.

NHTSA, said Peck, will continue to issue recall notices while keeping intact a program of crash testing. The point of it all, he said, is to try and avoid the prospect of 70,000 traffic deaths in 1990 as some traffic experts are predicting.

• "Tax Laws and the Union Official," was the title of a talk by Myron J. Mintz, an attorney from Washington, D.C., who showed how union political money is being taxed by the Internal Revenue Service when such a situation need not exist. He explained a method for unions to successfully find their way through the maze of tax law to sidestep the unnecessary taxation.

Another attorney, Robert J. Higgins, discussed the increasingly tender subject of "Damage Action Against Labor Unions." The very day of his talk, there was a report of the IBT being in a position to reverse a large damage judgment won against the International Union by Great Coastal Express, Inc., nearly 10 years ago. The case involved an employer sabotaging his own equipment during the course of a strike and then later suing the union for damage suffered. The case is now back in a U.S. Court of Appeals.

A report on the struggle with Coors beer, boycotted by the Teamsters, was given by Dave Sickler, AFL-CIO field representative. He said both the Teamsters and federation efforts, although not coordinated, have succeeded in bringing Coors sales down in every state this year.

Joseph Edgar, co-chairman of the WCT Negotiated Pension Plan and chairman of the WCT Representatives Retirement Plan, gave a detailed report to the delegates.

Calling pension programs one of the most important issues facing Teamster local unions, Edgar cited the threats inherent in federal statutes in terms of pension legislation.

• The final business session was devoted to divisional reports by WCT representatives working under Director Anderson, assisted by George French.

Marvin Griswold described the scores of problems facing the airline industry and commented that the Teamsters Union is the only union representing workers in every phase of the industry. Walt Engelbert reported on food, warehousing and miscellaneous, saying more effort is going into organizing.

Larry Mayo, in discussing construction, said other crafts are beginning to help in the Teamster effort to control material supply so all unions will benefit. Tony Vavrus talked about the automotive division and the effort to maintain uniformity there. Dan Sanburn related the record of the WCT's seminar programs and also commented on the need for more political interest.

Warren Morse, whose area of work is occupational safety and health, said the WCT had just asked the State of California for protective measures against the danger posed by ethylene dibromide, a new spray about to enter the war against the fruit fly. Morse contended that respirators and protective clothing might not be enough protection for workers.

• Only one resolution was considered by the Western Conference delegates and it was passed unanimously. The resolve commended the leadership of the WCT, specifying all three area vice presidents, and urged the continuance of programs to benefit working people "throughout the west."

Mike Riley, president of Teamster Joint Council 42 in Los Angeles, presented a pictorial history of the recent IBT convention to Director Anderson.

Pete Wilson, mayor of San Diego, welcomed the Teamsters to the city and took the opportunity to make his first political speech since announcing his candidacy for the U.S. Senate. Wilson referred to John Stacy Lyons, secretary-treasurer of Local 36, as "Mr. Teamster" of San Diego.



BAKERY CONFERENCE FACES ITS PROBLEMS ENERGETICALLY

WHEN the Teamsters National Bakery Conference of the U.S.A. and Canada convened recently to tackle an intensive agenda of business, they did so with a new spirit of optimism and rededication that was evident as they faced the problems challenging their industry and formulated solutions to obstacles confronting them.

If organizing is the name of the game for Teamsters today, then "communication" can only be one pace behind in the gameplan, delegates decided during their four-day session in Vancouver, B.C., Canada.

There are problems to be sure, for the bakery conference as well as for everyone in labor. But throughout the week, it was evident from the discussions that no problem was insurmountable. And even with Frito-Lay, one of the biggest threats to bakery industry jurisdiction, delegates are already moving cohesively and quickly to combat any inroads into their jurisdiction, using as tools communication, coordination and a comprehensive plan for action.

Business sessions were devoted to discussions of the issues: new agreements ratified by bakery locals, improvements in wages and benefits, discussions of jurisdictional disputes, and an in-depth look at some areas in which the industry is facing changes, including the problems of drop shipments, mixed loads and the growth of private label products and their potential for eroding Teamster jobs, among others.

Harold O'Brien, chairing the conference, pointed out early in the week that the increasing use of TITAN among locals has facilitated the information-sharing process and made it easier for bakery locals to keep each other informed.

Howard Logan, director of the conference, noted the value of communication also as he discussed several situations that had arisen since the last meeting, including the Frito-Lay problem.

Frito-Lay was, in fact, one of the major topics of discussion during the week, taking center floor several times, including at a special subcommittee meeting called so that locals holding contracts with the company could discuss their problems in depth.

Chairing the discussion was Roger Wallace of the Central Conference of Teamsters, who has been assigned by the International Union to coordinate an on-going program among Teamster locals.

Noting that "noone has all the answers to the Frito-Lay situation," Wallace gave delegates an update and



Bakery Conference scenes include, from the top clockwise: General Secretary-Treasurer Ray Schoessling addressing the group; speakers, including V.P. Edward Lawson (center), John Greeley, Wendell Phillips (center) and Roger Wallace; shots of the delegates; Conference Chairman Harold O'Brien, who stepped down at this meeting; and new officers of the conference, including from left, Robert Meidel, Dave Torre, Howard Logan and Joseph Padellaro.

noted that the Central Conference, which represents more than 1,675 people at Frito-Lay in 19 different locals, already has formed a Frito-Lay council to coordinate its efforts. He urged each of the other conferences to do the same.

"All of us together have the answers," Wallace noted. "We can take them on, fight them. If they know they will have to take all of us on, they will think twice" before taking action, he pointed out.

Delegates, after discussing the situation, passed a resolution urging the International Union to form a Frito-Lay Council at the national level, invite other unions to participate in Teamster efforts and offer mutual support, to meet as often as possible to discuss any problems, and to "let the company know they are not dealing with one local union, but with all Teamsters together."

The resolution also urged all other Teamster local unions and conferences to support and endorse the proposed program.

IBT General Secretary-Treasurer Ray Schoessling appeared before delegates to discuss many pressing concerns facing not only the Bakery Conference but the entire International Union. His, too, was a speech realistic in its awareness of the problems, but optimistic that the Teamsters have what it takes to emerge victorious.

Right up in front, Schoessling noted that whether it was Frito-Lay, Kraft or Wells-Fargo, the union has no intention of letting employers intent on eliminating union workers push the IBT around.

"We will fight," he pledged. "We have the resources, but we need your help. However great the problems, we must put our heads together, look at the existing situation and find common sense solutions and coordinated approaches to confront and conquer our joint problems."

Noting the bakery industry's problems with drop shipments and private label bread, Schoessling promised: "We intend to protect our present form of delivery—our traditional jurisdiction—every way we can."

He commented also on other problems facing trade unionists, especially on the national front. "In many other areas we are trying to keep up with the constantly changing horizons to break new ground and, hopefully, create a better quality of life for all of our membership.

"We will be there to fight Congress and the Administration to keep our membership in the mainstream of the economy and to protect their hard fought wages and benefits and to ensure their safety and health on the job," he promised. "And most importantly to provide for a better future."

Noting erosion caused by the tandem problems of deregulation and increased unemployment, Schoessling exhorted the delegates to renew their efforts to organize. "Organizing the unorganized is the guts of trade unionism and collective bargaining in this country. We are going to give it all it takes to be on top and stay on top," he said, concluding, "The road ahead may be difficult, but Teamsters do not tremble before any task."

During the week other speakers also addressed the delegates, including Canadian Conference Director and IBT Vice President Edward Lawson, IBT Warehouse Division Director John Greeley, Joint Council 36 President Peter Wilson, Vancouver Mayor Michael Harcourt, Canadian Conference Human Relations Director A. A. W. "Duke" Parrish, and Wendell Phillips, former conference chairman.

Mayor Harcourt, in welcoming delegates, noted that Vancouver—with nearly half its workers union members—is one of the most organized cities in North America. Today, when unions are "under siege by the right-to-work movement," trade unionism remains a "strong part of our city's tradition," he told delegates, adding that, "we have to stand together and show solidarity in the face of these forces."

Vice President Edward M. Lawson, in welcoming delegates to their first Canadian meeting, encouraged them to use the week to share their problems and, hopefully, gain new insights on solutions.

Lawson detailed some of the problems facing Canadian unionists today, including an inflation rate and housing costs that far outstrip those facing Americans and urged delegates not to think of the border separating the two countries as one that "divides us, but rather as one which unites Canada and America."

Our problems and interests are similar, he reminded Bakery Conference participants, just as the needs and interests of Canadian and American Teamsters are. He urged an atmosphere of cooperation and communication to overcome our problems.

Peter Wilson, president of Teamsters Joint Council 36, commented on the difficulties of representing workers in an area as large and sparsely populated as Canada. "It's a time-consuming and costly venture to service those people," he noted, but one the Teamsters do with enthusiasm.

"We have watched the Bakery Conference come to the full fruition of its potential" by recognizing Canadians as valuable members, Wilson added, noting that it was a credit to the Teamsters that in a group so large, a conference just chartered in 1976 could emerge and grow so quickly.

Also addressing delegates was IBT Warehouse Division Director John Greeley, who spoke about recent decertifications at Kraft Foods, relating them to the Bakery Conference's problems today with Frito-Lay. Noting that "employers have learned some great lessons, maybe from us," and "don't pay workers as terribly as they used to," Greeley exhorted delegates to organize and "keep people in the organization who are a part of it." He pledged his support in the battle to "keep Frito-Lay in our union."

A. A. W. "Duke" Parrish, director of the Canadian Conference's Human Relations Division and coordinator of a new conference program dealing with member drug and alcohol abuse, had everyone's attention as he described how the Joint Labor/Management Employee Assistance Program operates and talked about the mythology surrounding alcohol. "While the conference is on no crusade against alcohol," Parrish noted, "it is determined to no longer be part of the coverup of denial that says the problem does not exist.

"We have EAP's in the Canadian Conference because it's (drug/alcohol abuse) the single major thing that causes lost jobs and family problems," he noted. "Brothers and sisters cannot carry the burden of fighting and coping alone," he said. "These programs give them the help they need to face their problems, lick them and become productive employees again."

Wendell Phillips, retired longtime chairman of the Bakery Conference, gave delegates a pep talk on coping with captive bakers and private label products in the 1980s. "The threat of private label bread to the bread industry is not new," the Teamster veteran noted. "It has always been there, but it can be controlled," he said, adding that "sales distribution by route driver salesmen is the key."

During the week's sessions, delegates also took part in a discussion session unique in the Bakery Conference. Officers had invited three management

(Continued on next page)

representatives to engage in a round-table discussion of a problem currently threatening both management profits and union jobs—the growth of private label bread sales.

Participating were Bob Hillard of American Bakeries; Harold Slinkard of Campbell-Taggart and Jim Houston of ITT-Continental. The three summarized the current nature of the problems facing the industry and the union and emphasized the importance of finding "opportunities for communication and the need for development of an on-going program and format where we can exchange ideas and possibilities," to meet the challenges ahead.

The session also gave local union officers a welcome chance to vent some of their grievances against management, including the need for industry to maintain closer tabs on how agreements are interpreted and implemented after they are negotiated.

Other topics discussed included:

- A status report on Entenmann's, a company owned by Warner-Lambert, which while new in many markets, is surprising the Teamsters by being essentially a "good employer, running big averages, offering good routes and continually expanding with the need for more drivers."
- A technological innovation in the bakery industry, the introduction of portable computers on trucks, "black boxes," that take the place of sales ticket books for route distribution salesmen.

Dave Torre explained this new system which simplifies many of the time-consuming record-keeping chores a bakery sales driver contends with and, noting the system's increasing prevalence in the industry, promised to have a sample unit of the equipment at next year's conference for delegates to examine.

One of the last items on the agenda was the election of new officers. Since Harold O'Brien, for the past five years chairman of the conference, had previously announced he was stepping down from the post to devote more time to joint council and local union activities, elections for that post were first. Delegates then elected Dave Torre of Local 296, former vice-chairman of the conference, to the position. Robert Meidel, secretary-treasurer of Bakery Local 734 was elected to serve as vice chairman, while Joseph Padellaro of Local 686 was reelected as secretary-treasurer. Howard Logan of the Central Conference remains conference director.

TEAMSTERS ACT TO AID OWNER-OPERATORS

WHEN the Interstate Commerce Commission recently proposed dropping the fuel surcharge program that protects Teamster owner-operators from the burden high fuel costs can cause, red flags went up at International headquarters.

The Teamsters Union last month filed with the ICC in its fuel surcharge proceeding a detailed statement emphasizing the need to keep this protection for owner-operators.

The statement pointed out that owner-operators are caught in the jaws of a cost revenue squeeze that threatens their economic survival and emphasized that the fuel surcharge program has provided an essential measure of stability, especially in the face of widespread rate-cutting and rising costs.

"Under the present program, owner-operators and carriers are assured that expenditures for fuel will be reimbursed, regardless of erratic price fluctuations," said Teamsters President Roy Williams, in stating the union's position.

Williams recalled that more than two years ago, the Teamsters Union was the first to bring to the attention of the Commission the plight of some 100,000 owner-operators, just as fuel prices were beginning their first rapid upward spiral. Since then, fuel prices have more than doubled and non-fuel operating expenses of owner-operators have increased more than 36 percent. Without the protection afforded by the fuel surcharge program, the union has pointed out, most owner-operators probably could not have avoided bankruptcy.

Noting that at any time fuel prices could move upward again, the union has urged the Commission to reject any fuel surcharge modification or phase-out which would subject owner-operators to unwarranted economic hazard. If, for some reason, the Commission should determine that surcharges must be abandoned, the Teamsters suggested, "the only responsible and fair alternative would be to require carriers to assume the full burden of fuel costs, including responsibility for fuel taxes."

Representatives of the union appeared before the Commission on September 22 to present oral arguments in support of the union's position.

IBT SEEKS HELP ON INTEREST RATES

THE International Brotherhood of Teamsters, in an effort to help Teamsters and other Americans whose buying power is being crippled and their hopes and dreams crushed by high interest rates, last month called on both the Reagan Administration and the U.S. Senate to enact legislation that would force the Federal Reserve Board to abandon its current policy of sustaining high interest rates to regulate the economy.

Writing to every member of the United States Senate and to President Reagan on behalf of members, Teamster General President Roy L. Williams urged adoption of Senate Joint Resolution 104, a measure now before the Senate, which would require the Federal Reserve Board to take reasonable steps to reduce interest rates immediately, if it was enacted.

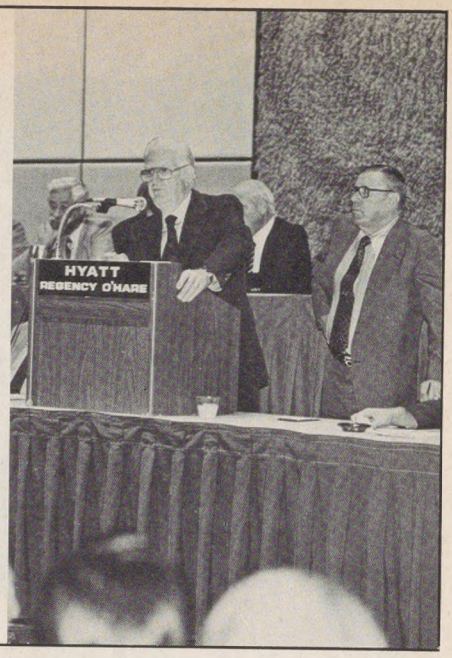
Noting that Teamsters and other unionists "are experiencing severe hardships in this era of 20 percent credit," Williams said S.J. 104 could provide the necessary ingredients to begin a program to "take our economy out of its present cash and carry crisis."

"Current interest rates make it virtually impossible for workers to purchase homes and other goods," Williams noted, adding that unless something is done, Americans will "continue to see the Federal Reserve Board choking such vital industries as construction, automobile manufacturing and farming," in the process causing increased unemployment for thousands.

The Teamsters, in urging active support for "this concrete vehicle for swift resolution of a very serious problem," noted that the Federal Reserve Board's current policy of so-called "tight money," has resulted in "precious few beneficiaries other than those who are cash rich."







TEAMSTERS PREPARE FOR FREIGHT TALKS

THE Teamsters National Freight Industry Negotiating Committee has notified employers it is willing to begin negotiations earlier than customary on the National Master Freight Agreement, which expires at midnight, March 31, 1982.

Teamster General President Roy L. Williams, chairman of the negotiating committee, simultaneously requested Teamster local unions with members working in the freight industry to forward proposed changes in the pace-setting agreement.

Williams' actions followed a meeting of the 124-member negotiating policy committee in Chicago, Ill., Sept. 14, which unanimously agreed "to reopen the National Master Freight Agreement and appropriate supplements early in response to a request made by several employer associations."

In his letter to employers and employer associations connected with the master contract, Williams specifically noted that the negotiations, though beginning ahead of the usual period in past practice, would cover "the contract period commencing April 1, 1982," as provided for in the existing agreement.

Williams told the employers: "We shall be pleased to meet with you for the purpose of establishing a negotiation schedule and whatever other procedures may be necessary."

It may be mid-November before the negotiators can meet, although Trucking Management, Inc. and the Motor Carrier Labor Advisory Council had asked to open negotiations immediately.

There are certain steps the union must go through in preparation for the negotiations.

As chairman of the union's negotiating committee, Williams sent a letter and appropriate forms to 318 Teamster affiliates with members working in the motor carrier industry, the forms to be completed and returned no later than October 5, 1981. The information then must be studied by a union screening committee.

Williams noted the necessity for receiving the "requests and suggestions for modifications or amendments" to the existing contract from the Teamster membership as has been past practice every time the pact has come up for renewal.

He asked the local unions to schedule meetings with the members covered under the agreement "for the purpose of securing proposed changes" in the contract and its 31 supplements.

A supply of forms was provided the unions for stipulating proposals for the national contract, which has supplements in over-the-road, local cartage, iron and steel, office and garage employees, and special commodity operations.

Altogether, the National Master Freight Agreement covers Teamsters Union members employed by 3,000 employers across the nation.

THEY'LL SOON TEE OFF AT LITTLE CITY TOURNEY



WHERE do the years go? Once again, it is almost tee-off time for one of the International Union's favorite charitable endeavors—the annual golf tournament to benefit the Little City Foundation.

This year's International Brotherhood of Teamsters Invitational Golf Tournament honors General President Roy Williams and is scheduled to take place from October 21-25 at the Dunes Hotel in Las Vegas, Nev.

Joining in the fund-raising venture to aid the therapeutic residential complex for mentally and physically handicapped youngsters and adults will be a broad spectrum of the labor/management community. While they all will be having a good time trying to perfect those birdie, bogey and hole-in-one shots, they also will be benefitting a 22-year-old institution dedicated to helping the disabled.

Teamsters, we should note, have been on board aiding those efforts for the past 12 years.

With invitations to the event already out, anyone desiring more information about this year's IBT tournament can write to the Little City Foundation, Room 312, 4801 West Peterson Avenue, Chicago, Ill., 60646.

AT THE OHIO CONFERENCE

Jackie Presser to Head Conference

HUD Okays $3.6 Million Housing Grant for Ohio Retirees

THE Ohio Conference of Teamsters held its annual conference workshop meetings in Columbus, Ohio, last month and unanimously elected IBT International Vice President Jackie Presser as president of the Ohio Conference to succeed the late William Presser.

The five-day conference meeting was packed with national speakers, including a representative from President Reagan, who kicked-off his national campaign for the White House last year at the Ohio Conference.

Over 300 delegates representing 44 locals and 144,000 members, as well as 17 Teamster Retiree Clubs and 35,000 retired Teamsters, gathered to hear comments on the state of the economy and what is in store for Teamsters and their families in the months ahead.

In his acceptance address Presser stated, "Yes, the Reagan Administration has made a new beginning. There are signs of economic revitalization, but the measure of unemployment, inflation and economic stagnation remain far too high. Labor will no longer be the whipping boy of inflation."

Presser also read a letter to the delegates from General President Roy Williams, who noted, "this is a strong, solid conference that is a pride to all Teamsters . . . you have been in the forefront in community, political and service areas that are a shining example to all of us."

The keynote speaker from the International Union was General Secretary-Treasurer Ray Schoessling who brought greetings for a successful conference and commended Presser and the Ohio Conference for its fine DRIVE organization and for being in the forefront in establishing active retiree clubs.

Schoessling stated in his remarks that in his new position, "Jackie Presser has the entire support of the International Union and the entire general executive board."

Time and again, with speaker after speaker, deregulation and its devastating effects on the trucking industry were introduced and analyzed throughout the conference sessions.

"You have here in Ohio a microcosm of the nation's problems," Schoessling pointed out, "resulting in catastrophic unemployment and the worse economy since the great depression.

"In Ohio alone, 22,000 Teamster members have lost their livelihoods through this ill-conceived congressional action that has been in effect now just over one year," Schoessling noted.

Referring to the fact that deregulation was co-sponsored in the U.S. Senate by Ohio's Senator Howard Metzenbaum, Schoessling received a thunderous, foot-stomping ovation and press attention when he stated, "Now I know that come next political fund-raising season, Jackie Presser and the DRIVE organization here in Ohio will give Senator Howard Metzenbaum the same job protection that he gave over 100,000 unemployed truck drivers in the country."

The theme of deregulation was echoed by Ohio Governor James A. Rhodes who described its effects and called it a devastating piece of legislation for Teamsters and consumers in Ohio and throughout the nation. In his address the Governor also highlighted the nation's energy problems and stated that we could foresee more jobs for the future through expanded and refined uses of coal.

Presidential Assistant for Labor Liaison Robert Bonitati conveyed special greetings to the conference from President Reagan and noted that "it all started here," referring to Reagan's campaign commencement at the Ohio Conference in 1980. Bonitati outlined ways in which the Administration is trying to open better lines of communication between the government and organized labor.

Another Administration official, Michael Karem, Assistant Secretary for Housing and Urban Development, brought an important Administration announcement that Ohio Teamsters had been waiting to hear. The Reagan Administration has decided to make its first HUD grant amounting to $3.6 million for a high-rise complex being sponsored by Teamsters in Columbus, Ohio. The new construction has been an important goal of the OCT and will house elderly and handicapped with full amenities. Ohio Teamsters had been seeking these funds for some time and were delighted to learn of the grant at the conference meeting. Karem also brought assurances that a similar grant for $1.6 million is being given serious consideration for a Teamster retiree housing project in Toledo, Ohio.

A former Ohioan who acted as President Reagan's labor liaison during the campaign, Karem stated that the Teamsters' endorsement was the single most important factor in the Republican victory last November.

Betty Southard Murphy, a labor



Last month's Ohio Conference session was a busy one. In the photos, starting at top left, can be seen: New Conference President Jackie Presser conferring with Conference Secretary-Treasurer Robert Cassidy; speakers V.P. Donald Peters, Betty Murphy, Jack Yager, and Wallace Clements; a view of IBT General Secretary-Treasurer Ray Schoessling addressing the group, and Schoessling swearing-in new officers of the conference.

attorney now with Baker and Hostetler in Washington, D.C. pointed out that the Teamster endorsement made it respectable for 44 percent of union members throughout the nation to vote for Ronald Reagan.

"Teamsters have been a part of this change of philosophy in America today, and have helped to bring about this change of government objectives," Murphy stated.

She also underscored the need to seek relief from the effects of deregulation. "President Reagan rejected his predecessor's plan to deregulate you out of business," she told the Ohio Teamsters. "What good is deregulation of a business if it kills jobs?"

Several other IBT officials attended the conference sessions and spoke about the problems of labor today, including International Vice President Don Peters, who lauded the OCT for its organizing efforts.

"Organizing is the name of the game today," Peters said, "and I will be glad to help you here in Ohio in any way and anywhere I can. Organizing is the backbone of our organization."

Representing the Central Conference, Jack Yager brought greetings and extended wishes for a successful and progressive workshop. Yager told those in the OCT to familiarize themselves with provisions of the Hobbs Act, particularly at this time when there are anti-union members of Congress who are trying to amend the law to attack labor.

"In strike actions we need to know the law and if necessary have all procedures explained," Yager stated. "Know it, be guided by it, and check with your counsel to protect your rights."

Wallace Clements, DRIVE field representative, gave the Ohio Conference a pep talk on the necessity of soliciting more DRIVE membership, declaring that a strong political organization is the only way to keep what we've gained in government and to seek what we want for our members for the future.

He explained that under new congressional redistricting planned for next year following the 1980 census, the new members of Congress that the Sun Belt will gain will not be friends of labor.

"A strong army from DRIVE may be our only answer to overcome the heavy anti-union leanings from some of these new congressmen," Clements added.

In his conclusion Clements paid a stirring and emotional tribute to William Presser, "a great labor leader," as he turned and silently saluted his portrait. Early in the conference meeting all members of the OCT joined in a memorial tribute to the deceased former president of the Ohio Conference.

After his election as new Ohio Conference president, Jackie Presser stated: "I know I have a big pair of shoes to fill. I hope I will just be able to carry those shoes."

Joining Presser in the swearing-in ceremony conducted by IBT Secretary-Treasurer Ray Schoessling were Harold Friedman, elected vice president; Robert Cassidy, secretary-treasurer; Louis Edwards, recording secretary; and Trustees James Feltis, Dan Darrow and C. Jim Kinney. The Ohio Conference directors are James Felder, Wendell Quillen, John Gordon, William Evans, Harold Leu, Thomas Gosser and John O'Neill.

Numerous other speakers appeared before the delegates and related various activities of the Ohio Teamster Service Bureau, including the family service division, community relations division, safety and health division, retirees division, research and education division and the speakers' bureau.

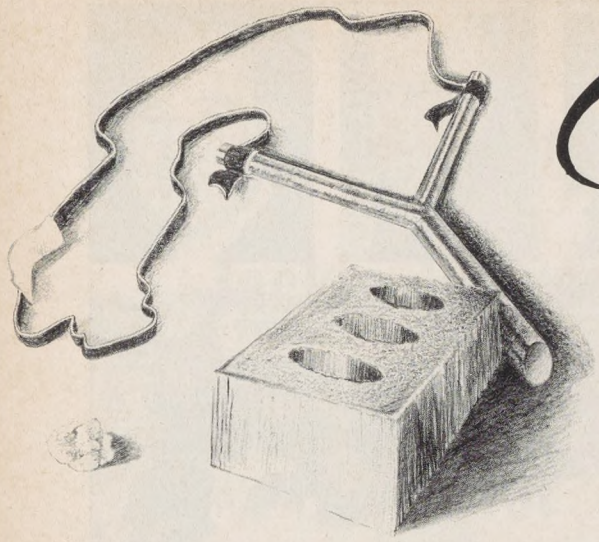
Following the week of morning and afternoon sessions and the annual dinner banquet, Jackie Presser as OCT president, issued a Labor Day message to the delegates and all of Ohio's working men and women, in which he said:

"Our national government has begun to respond through needed cuts in the federal budget.

"We have already seen this year a number of unions, such as the UAW, the Steel Workers and the Rubber Workers, forego some of their legitimate demands in response to economic pressure on their industries.

"The Teamsters, too, can respond to the need for moderation and restraint in contract negotiations. But will we see a similar restraint for the business community in price levels for goods and services?

"The coming months will tell the tale. Our members will respond to calls for restraint if they can see leadership and concrete evidence from the other two primary participants in our economic system . . . the government and private sector employers."



The GREAT

"A great victory for the Teamsters"

"Real vindication for our members"

"A landmark decision"

"A first in the history of litigation"

Those were some of the remarks that greeted the news that the Teamsters had won the latest round in a nine-year battle with Great Coastal Express, Inc.—a legal confrontation that has cost the union nearly a million dollars in damage costs, along with untold bad publicity and a loss of credibility in organizing—all because of false accusations against the union.

The Great Coastal case—before the courts since 1972—has been a three-ring circus of sorts. The company's management orchestrated the acts, encouraged employees to perform, rewarded their routines with little tidbits of praise and money, and even drew the courts into the center ring with an impassioned story of how the company was the maligned victim in the case when, in fact, it was the perpetrator of the crimes committed. Small wonder that a jury back in 1972 fell under the spell and awarded the company financial payment for the damage suffered.

Throughout the protracted legal battle, the Teamsters Union maintained its members were innocent, remained determined to fight for their rights, and tried to convince three different courts that the company had been the ringmaster in the case, not the union. Through two trials and an appeal, the union was unsuccessful.

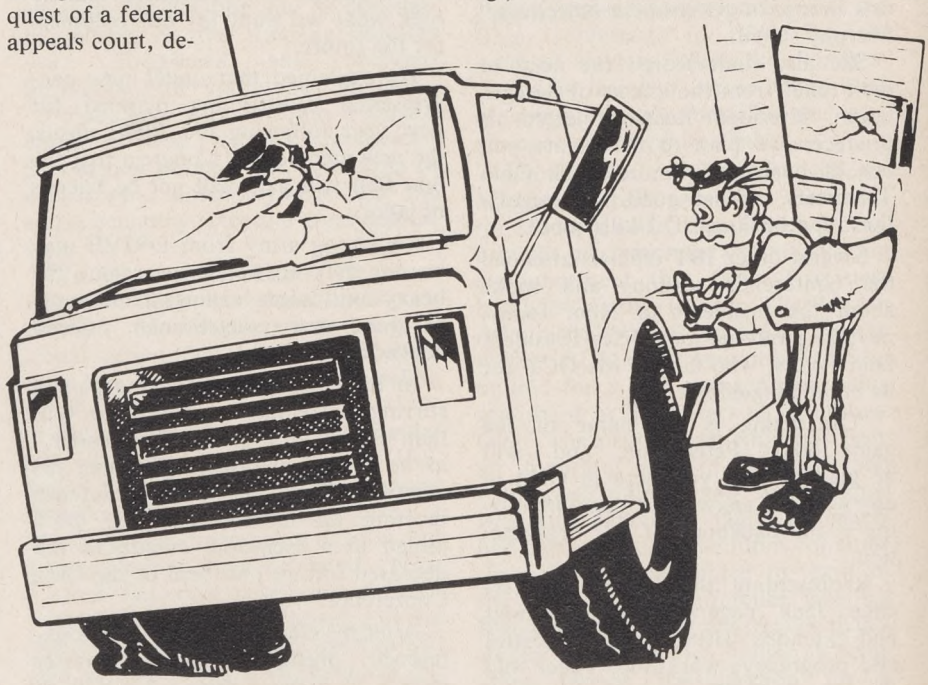
The status quo remained until 1977 when one of the company's key witnesses in the case came forward and admitted he had earlier lied about the case under oath.

That turnabout led to the chain of events that recently brought vindication for the Teamsters against the company and its clown princes of crime.

Federal Judge Robert Merhige, Jr., acting at the request of a federal appeals court, determined in a position paper issued late in August that the judgment against the union had, as the union always insisted, been based on "perjured" testimony. He based his findings on testimony given before him at a 1979 hearing requested by the union after receipt of the new evidence. During the proceeding, many of the company's key witnesses from the earlier trial recanted their testimony and finally admitted the truth.

(Due to several procedural technicalities, Judge Merhige did not make his findings until after the 1979 hearing. Thus, the earlier verdict had been allowed to stand.)

In his findings of fact memorandum, Judge Merhige found unequivocally that the "testimony offered by the plaintiff (Great Coastal) in the first trial dealing with the alleged acts of violence by the defendant was perjured." (That was the union's position from the beginning.)



In the same decision, Merhige noted that while the perjurors were "regrettably" free from prosecution for perjury by virtue of the statute of limitations, they had not only admitted their perjury but had testified at the 1979 hearing before him that their actions had been ordered and encouraged by their employer.

COASTAL CAPER PART II

These were some of the same non-union employees who in 1972 took the witness stand before a jury and graphically described under oath a union engaged in rock throwing, the use of guns, windshield breaking, slashing and puncturing tires and otherwise hellbent on a spree of violence.

Their testimony was so good at that time, in fact, that a jury returned a judgment against the Teamsters in the amount of $1.3 million dollars, a figure reduced at a second trial by another jury to $952,000. A subsequent appeal also failed before one of the witnesses came forward with the truth.

In his decision, Judge Merhige detailed some of the testimony given at the 1979 hearing, including that of non-union witness Robert G. Seward, who was the first to admit that he had, in fact, lied under oath at the original trial. Seward testified before Judge Merhige that, at the company's request, he had damaged Great Coastal's own equipment during the 1970 strike with the union that precipitated the court case.

Seward told the court that he had been ordered by his terminal manager, William P. Funai, to "get a brick or a rock, to take a truck to West Point, to break out the windshield of the truck and to tear it up some." The two discussed the fact that the driver "should break up the truck, that he was going to shoot the truck with a gun," and that the driver should "wear gloves because there might be fingerprints."

He added that, accompanied by three other company employees, he also had been ordered by management to stage "raids" on the equipment of other carriers. This testimony was substantiated by one of the other non-union employees at the company involved who confirmed that both had been members of a four-person raiding party that hit both Adley and East Coast truck lines, where they punctured tires, slashed air hoses and committed other acts of violence for Great Coastal. Indeed, C.E. Estes on one occasion gave Seward a $500 "Christmas bonus for a job well done."

The judge's findings are replete with other instances in which company employees admitted the web of lies they wove to tarnish the Teamsters' image and convince company employees that union representation wasn't in their best interests.

Now, armed with the admission that Great Coastal employees did set out to damage their own equipment and that of other carriers with firearms, instruments, rocks and bricks at management's direct order, and then blame the Teamsters, the union hopes to win an appeal in the higher courts.

The finding that perjury indeed took place by the judge represents a landmark in labor history and could be the "first time a court has made the finding that a union was the victim of an employer's self-inflicted violence," as Ira Mitzner, of the law firm of Dickstein, Shapiro and Morin, which handled the case for the union, noted.

"The judge's findings support what we have long known," Teamsters' General President Roy Williams said, on hearing of the decision, "that much of the strike violence attributed to unions is often drummed up by employers to discredit the labor movement. We have seen this happen time and again. It is unfortunate that we in the Teamsters have had to live with such problems for a very long time."

Noting that newspaper reports of the original trial painted Teamsters as "violent thugs," Williams said, "In the intervening years, anti-union forces have used these reports to stymie organizing efforts and to initiate decertification elections.

"It is disheartening to note that this historic decision has received very little press coverage this time around when the Teamsters have been proven right," he added. "We are just thankful that many persevered until the truth came out."

"It is possible that the Teamsters might not get back the full amount of the judgment, but the record of alleged perjury is very, very convincing right now," added Barry Levine also of the law firm of Dickstein, Shapiro and Morin.

Now, at least, the case returns to the appeals court with a fair chance of being heard on its merits. Hopefully, this latest decision will prove pivotal in the Great Coastal case and add impetus to the Teamsters' bid to have this miscarriage of justice reversed. It's time the curtain came down on the three-ring circus Great Coastal has been running for the past decade.



IBT Scholarship Application Due

Applications for the 1981-1982 college scholarships are being accepted and should be submitted no later than November 30, 1981.

The Fund, established by the 1966 convention of the International Brotherhood of Teamsters provides ten scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the five Area Conferences and are restricted to high school seniors who are the sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by one of the six regional accrediting associations of the Council on Postsecondary Accreditation, or which has membership in the Association of Universities and Colleges of Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admission directors. The competition is highly competitive.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items by February 28, 1982. These items should not be sent before the application form is accepted and acknowledged.

Financial Aid Form: By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute financially to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Financial Aid Form to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1982 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of 15 days.

Test Scores: All applicants must submit an official transcript as issued by the testing agency for one of the following tests: Scholastic Aptitude Test or American College Test. The International Brotherhood of Teamsters' recipient code number for the Scholastic Aptitude Test is 0518 and for the American College Test is 0670.

The tests may be taken during the applicant's junior or senior year but not later than December 12, 1981 for the American College Test and no later than January 23, 1982 for the Scholastic Aptitude Test. The registration closing dates for these two tests are November 13, 1981 and December 18, 1981, respectively. Applicants who choose to take the American College Test on February 20, 1982 run the risk of being disqualified as their test scores may not be available prior to the selection of Scholarship Fund finalists in early March 1982. No extensions to the Scholarship Fund deadline of February 28, 1982 will be granted for delays in reporting by either the College Entrance Examination Board or the American College Testing Program.

Academic Record: This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program Achievement Tests no later than January 1982. Two of the achievement tests are to consist of English Composition and Mathematics Level I or II. The third test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1982. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate from high school during the 1981-1982 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his or her Local Union for the twelve months preceding the application deadline of November 30, 1981. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the twelve months preceding the application deadline are eligible if the member was not suspended from membership during the twelve months preceding this withdrawal as well as during the period since his or her return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1981 deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration materials for the required tests prior to registration deadlines. Therefore, any applicant who submits his application in late November or early December 1981 should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001. This information is sent automatically to all who submit application forms.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1981-1982 PROGRAM

Your application should reach the Scholarship Fund no later than **NOVEMBER 30, 1981.**

APPLICANT TO COMPLETE PAGES 1 AND 2:

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

LAST (Do not include Jr., II or III with your last name)

☐☐☐☐☐☐☐☐☐☐ ☐

FIRST (Use your given name, not a nickname) MIDDLE INITIAL

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

STREET

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

CITY AND STATE

☐☐☐☐☐

ZIP CODE

3. Date of Birth _____

month day year

4. Sex M ☐ F ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do **not** have a Social Security number, check here. ☐

Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of **high school** which you are attending:

Name _____

Address _____

_____

7. Expected date of **high school graduation** _____ 1982

month

8. Early Admission Students:

☐ Check here if you are entering college on a full time basis in 1982 *without* completing high school. All early admission students are required to attach the following to their applications:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as an early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9 Canadian Students: In 1982, I will complete (Check one):

☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for an International Brotherhood of Teamsters Scholarship only once. Do not apply until your last year of high school.

10. Please list the full names of the **accredited colleges** to which you have applied or plan to attend.

	Name	City, State
First choice		
Second choice		

11. Full name of Teamster parent _____ _____
(please print)

Living _____ Deceased _____

Relationship (please check)

_____ a. Father

_____ b. Mother

_____ c. Stepfather*

_____ d. Stepmother*

_____ e. Guardian*

_____ f. Other—specify relationship:* _____

Parent's employer's name and address:

_____

_____

_____

* If you checked c, d, e or f, the person indicated must be able to complete the statement in Item 13.

12. Signed _____ **Date** _____
Teamster member

Signed _____ **Date** _____
Applicant

If you have checked 11 "a" or "b" above, skip Item 13. If you checked 11 c, d, e or f, the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

_____
Signed—Teamster member

Subscribed and sworn to before me this _____ day of _____ 1981 in the City (County) of _____ in the State of _____.

Seal

_____
(Notary Public)

My commission expires _____

Upon Completion of Pages 1 and 2, **Forward this Application to the SECRETARY-TREASURER of your PARENT'S LOCAL UNION.** The Secretary-Treasurer will then send the application directly to the Scholarship Fund which will, in turn, acknowledge its receipt.

ALL **INCOMPLETE APPLICATIONS** WILL BE RETURNED TO THE APPLICANT REGARDLESS OF WHETHER THE APPLICANT OR THE LOCAL UNION OFFICER WAS AT FAULT. IT IS THE ULTIMATE RESPONSIBILITY OF THE APPLICANT THAT A COMPLETED APPLICATION REACHES THE SCHOLARSHIP FUND BY **NOVEMBER 30, 1981.**

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union number _____

Address _____

15. Area Conference Affiliation (check one):

☐ Canadian ☐ Central ☐ Eastern ☐ Southern ☐ Western

16. *Member's Ledger Number _____ or **Social Security Number** _____

I hereby certify that the Teamster member named in Item 11 whose ledger or Social Security number appears above is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check appropriate letter below):

a. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1981.

b. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his or her retirement.

c. ____ for a minimum of twevle consecutive months without taking a withdrawal card prior to his or her death.

d. ____ since _____ after depositing his or her withdrawal card which was taken on
(date after Nov. 30, 1980)

_____, and that during the twelve consecutive months prior to his or her withdrawal he or she was not an officer or employee of this Local Union and was not suspended from membership.

e. ____ since _____ after his or her transfer from Local Union _____. **Forward this application**
(date after Nov. 30, 1980)

to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

_____

_____
date

18.

Local Union Seal

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

***If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.**

19. I hereby certify that the member named in Item 11, Ledger Number _____ or Social Security Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19_____ until his withdrawal on _____, 19_____.

If the member did not take a withdrawal card prior to his or her transfer, please indicate the date through which dues were paid _____.

21. Signature of Secretary-Treasurer:

_____

_____

Teamster Local Union Number

20.

_____

date

Local Union Seal

If the total months indicated in Items 16-e and 19 is less than 12, Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number _____ or Social Security Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19_____ until his withdrawal on _____, 19_____.

If the member did not take a withdrawal card prior to his or her transfer, please indicate the date through which dues were paid _____.

24. Signature of Secretary-Treasurer:

_____

_____

Teamster Local Union Number

23.

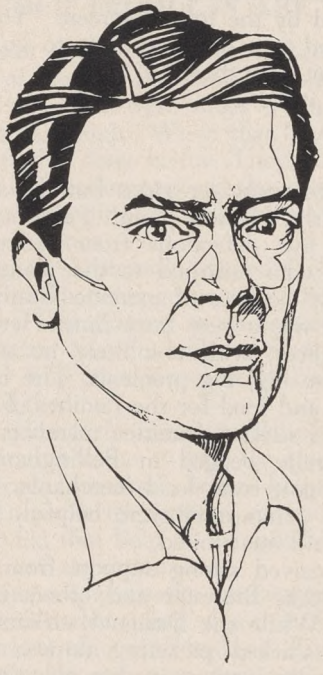
_____

date

Local Union Seal

* *

ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE
FORWARD THIS APPLICATION DIRECTLY TO THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001



Einar—Part 1

THE INTERNATIONAL TEAMSTER, FOR THE PAST THREE YEARS, HAS FEATURED STORIES ON THE LIVES AND CAREERS OF RETIRED TEAMSTER RANK-AND-FILE MEMBERS.

'EINAR—PART 1' REVERSES THIS APPROACH IN THAT IT AND TWO ADDITIONAL PARTS WILL DEAL WITH TEAMSTER LEADERSHIP AND HOW IT COMES ABOUT.

THE STORY OF EINAR O. MOHN, AN INTERNATIONAL UNION VICE PRESIDENT FOR 21 YEARS AND NOW RETIRED, IS NO MORE NOR NO LESS TYPICAL THAN THAT OF ANY OTHER PAST OR PRESENT MEMBER OF THE IBT GENERAL EXECUTIVE BOARD.

MOHN'S STORY IS DISTINCTIVE AND WELL WORTH TELLING.

HOW DOES TEAMSTER LEADERSHIP EVOLVE?

SOMEWHAT LIKE THIS.

THE WORKERS DECIDED they had to do something when the board of directors of the Whatcom County Dairymen's Association passed the word to the employees: "Anybody that wants to talk to us about their problems, come up one at a time and talk to us. We're not going to meet with anybody in an organized way."

It was a common management ultimatum during the desperate depression days of the early 1930's: Come in and see us and we'll beat you down one at a time.

Tension increased in the two milk processing plants operated by the Association following the board's response to unrest among the 130 employees. The plants were owned cooperatively by dairy farmers who controlled rich pasturage north of Seattle, Washington. One processing unit was located at Bellingham, the other at Lynden near the Canadian border. Their milk products were sold under the Darigold label.

Already the Darigold inside workers and drivers alike had had their wages cut. It was the usual reaction by companies suffering business declines or red ink. First they would cut wages. If that did not work, they would lay off a few employees. If both measures failed, chances were the company was headed for bankruptcy. All over America there were thousands of silent worksites and 13 million jobless men and women.

The Darigold workers sensed rightly that the co-op, though on hard times, was strong enough to weather the depression. Darigold exported dried milk, cheese and butter to foreign countries. The co-op, by the nature of its membership and its market, could tighten its collective belt and survive.

But the first notch on the belt was marked "employees." The co-op workers found times rougher with shrunken paychecks. They began to want to talk with each other about unionism. The northwest was strong in union heritage from the turn-of-the-century days of the Wobblies and the militant shingle weavers.

There was but one place in the large Bellingham plant where the men could speak with security—up the stairs—for they feared losing their jobs. At the top of the stairs leading from the working floor was a combination office and laboratory. The superintendent had his desk there. Running the laboratory part of it was a 27-year-old technician, quiet and contemplative, named Einar Mohn.

Mohn tested all incoming milk collected from the farmers. His job was to detect excessive dirt and bacteria. Once the milk was accepted into the plant, he examined the emerging products as they came off the production line. The cheese makers, butter makers, ice cream makers, all had to climb the stairs to present samples to Mohn. They also talked about unionism while Mohn ran his tests—if the superintendent was not around.

The union word spread from the inside workers to the drivers. In turn, the drivers relayed the news to the Lynden plant as they picked up 10-gallon milk cans alongside the farm roads and later peddled the processed food to the Port of Seattle. Soon, pro-union opinion seemed unanimous among the wage earners in the Darigold system.

There came a time when the many low-voiced con-

versations distilled into a time of decision. The obvious choice for a member of the 3-man committee to be formed was Einar Mohn, always thoughtful, who had been working at the co-op four years. Too, Mohn was married. He also was modest despite three years of college.

Added to the committee were a driver and an inside worker. The trio's first task was to learn how to form a union. That meant finding a union leader to talk with. Somebody remarked that the union leader most commented upon in the Seattle newspapers was a rambunctious fellow named Dave Beck of the Teamsters.

Mohn suggested the committee go and talk with this Beck fellow. The year was 1933.

MOHN AND HIS PARTNERS were welcomed in Beck's home in Seattle. Beck, head of the Teamster joint council, had invited them for an exploratory talk. Mohn did most of the talking and Beck listened.

"The only answer I can give you," Beck said after a long discussion, "is that I will send up a couple of fellows, an organizer for the milk drivers and somebody for the inside workers. They'll come up and take a look at the situation and meet with you. Then we'll go from there."

Things began to happen fast. The Teamster organizers appeared and received a warm reception from the Darigold crews. A meeting was called and every employee took part. They voted unanimously to join the Teamsters Union and were assigned to an old charter local union, No. 231, that was almost defunct in Bellingham.

With the guidance of Beck's men, Mohn and his committee immediately tried to reach some understanding with the co-op board of directors. It was impossible to make contact. Then the Darigold workers began talking about a strike.

Einar Mohn admitted decades later that at the time he was "a little bit afraid of a strike" because there was not much of a union movement in Bellingham. Also, the city suffered heavy unemployment. The sawmills were shut down. There was no work in the harbors.

In other words, prospects for local support in a strike situation were practically nil. Yet the facts remained intolerable: The board of the Whatcom County Dairymen's Association refused to talk with the new union; the co-op's manager was strongly anti-union and increased his belligerency.

The members of Teamster Local 231 met again. They agreed there was no way of gaining a conclusion to their liking except by strike. They immediately elected Einar Mohn as their secretary-treasurer. The next day, nobody showed up to work at the Bellingham and Lynden plants. Picket lines were established. It was wintertime.

As Dave Beck had warned the new Teamsters to expect, the co-op immediately hired scabs to work inside the plants. The strike-breakers were the sons of the farmers who were members of the WCDA.

It only took a few hours for Mohn to realize that picketing would not deter the Darigold production or distribution. The farm boys were driving the trucks also. So he saw to it that the union roved to Seattle with the picket lines.

There were numerous dairy cooperatives in northern Washington at the time and WCDA was one of the largest. The co-ops together had formed an organization in Seattle to serve as a marketing agency, thus most of the Darigold export took that avenue.

Mohn went seeking help. Beck assisted. Mohn also got some aid from Teamster Local 174 in Seattle, headed by Frank Brewster, and from the union longshoremen on the Seattle docks who then belonged to the ILA.

Einar was told by the longshoremen: "You point out what's yours, and you don't want it to go aboard the ships—and it'll set right there."

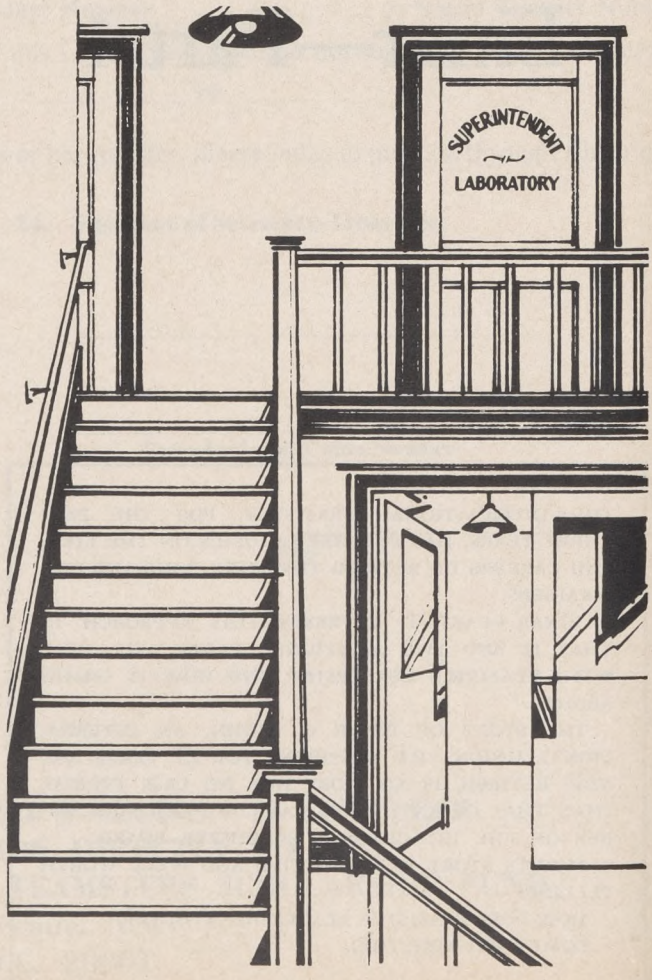
And, by golly, it did.

EINAR DID NOT KNOW IT THEN but the strike would last 18 months. He was proud of the fact that there were only five defections from the membership; they were men who returned to the plant almost immediately, mostly because of extreme family hardships.

For Mohn, it was a very busy time. Here he was, a young union officer, with absolutely no strike experience. There were big, big problems. The biggest problem was money and food for the families of the strikers.

Mohn and the strike committee members took to the streets and literally begged in Bellingham. They received some support from local merchants. Most of the churches in the community were helpful, too, but the amount of their aid was limited.

Local 231 received strong support from the Seattle Teamsters as Beck, Brewster and others continued to give assistance. While the Darigold strikers were faithful and never shirked picketing duties, nevertheless, there were some innovations in that phase of the strike.



A friend of Mohn's, Cecil Dunlap, got a truck and had a big bell put on it. Dunlap drove the truck throughout Seattle's streets with a large sign attached to the sideboards:

DARIGOLD PRODUCTS ARE UNFAIR

There was a daring group of strikers who attacked the problem of food for the families from another angle. They discovered there were times when a fence might be weak on a dark night. When that happened, the men managed to find a stray heifer. They became skilled at slaughtering lost heifers, taking the meat down to the labor temple, wrapping it and delivering it to strike families with children.

One of the most pleasing surprises of the strike—as it wore on through the months—was the way in which the farm boys, still driving as strike-breakers, began to show compassion for the strikers. Some of the young drivers would drop off a can of milk at the labor temple every now and then.

That was one of the social marks of the Great Depression. Things became so bad for money-bare Americans that people, unasked, began helping each other. It was as if a point of national conscience had arisen which demanded that help be extended where help was needed. Even in a strike situation.

In truth, after a few months the farmers who belonged to the co-ops were becoming almost as bad off as were the dairy workers who were striking. Einar Mohn reminisced recently, "It wasn't an easy time for anybody."

As the first year of strike came to a close, it was apparent that neither side would budge in its position. The Local 231 members were determined to win job security, wage guarantees and better working conditions. The co-op officials declined to bargain with the union. There was not yet a federal law declaring that workers had the right to bargain collectively and that employers had the responsibility to bargain in good faith —all in the name of industrial peace.

Both sides were becoming lean. Each was showing signs of wanting to end the struggle, yet neither would move in that direction.

It was Dave Beck, busy as ever, who came up with a proposal to break the stalemate.

WASHINGTON GOVERNOR Clarence D. Martin did not want to get involved in the now-famous Bellingham dairy strike. The governor was a rich fellow from the wheat country in the eastern part of the state. He recognized the strike as potential and possible political death.

Somehow Dave Beck convinced Governor Martin that the state must arbitrate the stand-off of more than a year because it was becoming increasingly harmful to industry. The governor said he would see what he could do. He finally suggested that the state's secretary of agriculture would do the job.

Einar Mohn resisted the idea mightily. Mohn took the position that there was no way a secretary of agriculture was going to rule in the union's favor and against the dairy farmers. That was Mohn's reply when Beck brought the news.

Beck returned to the governor's office. The governor answered, "Well, if they don't want the secretary of agriculture, let the strike go on."

Upon the advice of Beck, and after taking some heartfelt looks at the condition of his brother union members and their families, Mohn reluctantly agreed to the arbitrator. Exhaustion was setting in for the faithful.

As might have been expected, the binding decision by the arbitrator pleased neither side. The contract terms were not so important as one condition which specified that 50 percent of the people currently on the job would remain on the job; that 50 percent of the strikers could return to work; that management would determine the work assignments.

There was no way to avoid, change or appeal the decision. So Einar Mohn called a meeting of his Local 231 members upstairs in the old labor temple at Bellingham. Since the terms involved the strike-breakers, they too were invited to attend and hear details of the arbitration settlement.

ONLY A MINUTE INTO THE MEETING, somebody said the wrong thing to somebody else. All hell broke loose. The fight spread quickly. Within 30 seconds, everyone in the room was fighting. Jobs were at stake.

Einar, who seldom raised his voice, hammered the gavel several times and called as loudly as he could: "Meetings will be suspended for six months!" He walked out of the room. There was nothing else he could do except dismiss the meeting.

In the six months that followed, the workers involved got used to the idea of the settlement and accepted it. The co-op management, whenever a replacement was needed for a departing employee, eased the pain by hiring workers who had been on the job when the strike began. The second meeting chaired by Einar Mohn in 1935—two years after the commencement of the strike—was calm and orderly.

It was a good contract for the times. While the wage adjustment was set, though small, the pact did guarantee one day off a week. Before the strike, the people had worked unlimited hours seven days a week. The contract also provided for a 10-hour day. There were job security and work classification provisions.

It had been a rocky two years for Einar and his young wife, Margaret, who never once complained. She had not even objected when her husband had traveled eastward on the train to seek financial help from Teamster affiliates in Chicago, New York and other major cities for the strikers back in Washington State.

Dave Beck, one of the most important Teamster officials on the West Coast, considered the entire affair a success for the revived Local 231. He had been teaching Mohn and was proud of his student. Typically, Beck said to Mohn:

"Let's sit down now and see if we can't work out some kind of program and put you on the road to organize the dairy industry."

Thus it was that young Einar Mohn discovered right then another in the long string of lessons he learned from the lengthy strike: That successful leadership in the Teamster movement brought new challenges arm-in-arm with an obligation to exercise more leadership.

Incidentally, Governor Martin came out of the fray probably better than he expected. He was reelected and remained in office until 1941.

* * *

NEXT—Part 2: The middle years of achievement and increased responsibility for Einar Mohn.



NEW CHAMPS CROWNED AT ROADEO

SEVEN new champions of the highway were crowned recently when the American Trucking Associations, Inc., sponsored its annual National Truck Roadeo in Indianapolis, Ind.

Teamsters came on strong during contest week, making up the largest part of the more than 240 truck driving champions from 41 states vying for top honors and $1,000 first place awards. Each contestant had excellent credentials, having at least a one-year accident-free record behind him or her and having qualified by placing first in one of seven truck classifications at state roadeos held around the country during the spring.

In all, Teamsters proved once again their professionalism by capturing five of the seven top championship honors, along with the prestigious Sontheimer Award for individual excellence. The seven-member Illinois team took top honors in the team competition, scoring the highest average over the three-day event.

It was also three Illinois Teamsters who distinguished themselves by taking top honors in the five-axle flatbed, twin-trailer and five-axle tractor semi-trailer classes during the competition.

George P. Holik, a veteran Local 705 member from Oaklawn, Ill., walked away with his fifth national championship in the five-axle flatbed truck class. Holik, a driver for Eazor Express out of the Forest View, Ill., terminal, had won titles previously in 1969, 1971, 1972 and 1974.

Winner of the twin-trailer competition was Jack C. Hartman, of Princeton, Ill. This Teamster Local 710 member works out of the Peru, Ill., terminal of Consolidated Freightways, and, like all other contestants, has several years of accident-free driving to his credit.

Last in the Illinois contingent of winners was James R. Hansen, another Local 705 member from Wood Dale, Ill. Hansen drives for the Milwaukee Motor Transportation Company out of the Franklin Park, Ill., terminal. He won in the five-axle tractor semi-trailer combination class.

Another top winner was Elwood Sherer of Manheim, Pa., who was the four-axle tractor semi-trailer winner. This veteran Local 771 member drives for Yellow Freight System, operating from the East Petersburg terminal.

George DeMartini, a 31-year-old member of Teamster Local 617, did himself proud by winning the straight truck championship this year. DeMartini drives for A-P-A Transport Corp., out of the North Bergen, N.J. terminal.

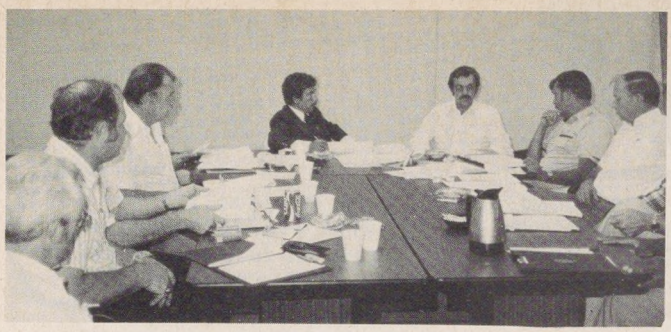
Rounding out the list of top winners were Charles Walker, the three-axle tractor semi-trailer winner, who operates from the Greensboro, N.C. terminal of Overnite Transportation, and Ronald Bowman, of Aldan, Pa., who drives from the Philadelphia terminal of Getty Refining and Marketing and took the tank truck class.

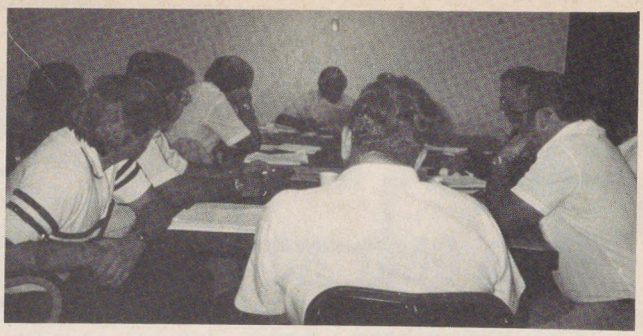
At this year's roadeo, held from August 12-15 at the Indianapolis Convention Center, the Sontheimer Award, which is presented annually to the person most reflecting the skill, knowledge and attitude of the professional truck driver, also went to a Teamster—Glen Dale Harris of Leavenworth, Kansas. Harris, a Local 41 member, drives for Manley Transfer Company, Inc., out of the Kansas City terminal. During the roadeo, he placed second in the five-axle van competition.

The event brought together the country's best professional truck drivers for a colorful demonstration of the safe driving skills practiced daily by America's truckers. And while only seven of the drivers emerged from the three-day test of skills as national champions, each participating driver left the roadeo with the personal satisfaction of having been a part of an elite corp, dedicated to excellence on the highways. In that sense, each of them was a champion.

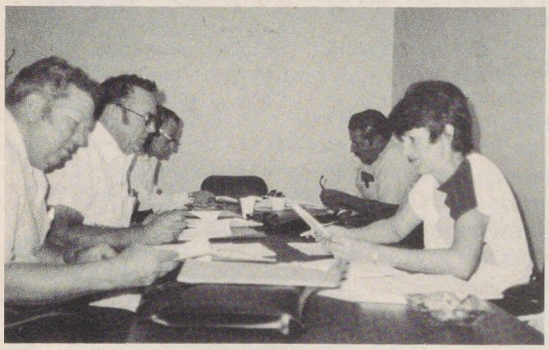
Above, top winners of the 1981 National Truck Roadeo display their trophies. From left to right they are: Straight truck driver George DeMartini, IBT Local 617; twin-trailer driver Jack C. Hartman, IBT Local 710; five-axle van driver James R. Hansen, IBT Local 705; three-axle van driver Charles L. Walker, Overnite Transportation; tank truck driver Ronald J. Bowman, Getty Refining; four-axle van driver Elwood Sherer, IBT Local 771; and flatbed driver George P. Holik, a Local 705 Teamster member.

With them are Robert T. Hindle of Matlack, Inc., chairman of the national roadeo committee, and Kenneth Thompson of Yellow Freight Systems, committee vice president (far right).









Conducting the mock arbitration just like a real one, participants went through all the stages of preparing their cases. Clockwise from top right, Arbitrator Mel Darrow instructs both management and union teams before proceeding begins; participants gather on school campus; union team members work on their case; the management team listens to the arbitrator, and at top, a grievant is questioned.



RESEARCH DEPT. CONDUCTS 1ST REGIONAL SESSION

EXPANDING its program of conducting steward training seminars, the International Union's Research and Education Department recently convened its first regional staff training program. The program was held for officers and business agents from Locals 83, 104, 274 and 310, and took place at Maricopa Community College in Phoenix, Ariz. on July 27-29.

The three-day program was designed around a mock grievance which participants joined in preparing for a formal hearing.

Participants were welcomed to the meeting by Joe Mish, secretary-treasurer of Teamster Local 83, who cosponsored the gathering with the International Union department.

Art Kane, director of the Research and Education Department, reviewed the program outline with participants. Then he introduced the two guest arbitrators, Mel Darrow and Gene Hulsey, who reviewed new developments in third party involvement in labor relations. They also provided pointers on how to effectively present a case at a hearing.

The fine points of presenting a case and preparing witnesses was demonstrated and analyzed in a film the participants saw, *The Truth of the Matter*.

On the second day's agenda Sally Payne, coordinator of labor education programs and materials for the Research and Education Department, went over a questionnaire with the participants and explained how they would proceed in preparing their case. The group was then divided into union and management teams and given material and time to develop their presentations.

Floyd Watt (Teamsters Apprenticeship) was there to videotape the participants as they rehearsed their roles as spokesmen, grievant, and witnesses.

On the final day of the program, the arbitrators presided over a hearing of the case as prepared by the union/management teams and rendered decisions based on the evidence presented.

The entire proceeding was videotaped and will be used in future Research and Education Department training programs.

Officers and business agents attending the seminar included, from Local 83: President Joe Mish, Secretary-Treasurer Ben Osborne, Vice President Arnold Scott, Recording Secretary Thelda M. Williams, Business Agents Marion Derenburger, Eugene Fulk, Heberto Z. Jazuez, John Montoya, Terry Moser and Tom Owen, and Business Agent/Dispatcher Michael W. Pappas.

From Local 104 came President Don Phillips, Field Representatives Dave Eriksen and Bob Perrine, Business Agents James R. Goodwin, Robert L. Hogg and Reuben E. Owens, and Assistant Business Agents Chet Armstrong and Bob Ramey.

Present from Local 274 in Phoenix were: Secretary-Treasurer John T. Blake, Business Agent J. C. Lendvai and Union Representative Ron Boyd.

Assistant Business Agent Anthony Pacheco from Local 310 in Tucson, Ariz., also participated in the sessions.

At the end of the seminar, each participating local union officer was awarded a certificate of completion for undertaking the arbitration course.

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

TEAMSTERS MOVE TO AVERT MED. FLY TOXIN THREAT

THE International Brotherhood of Teamsters has formally petitioned the Occupational Safety and Health Administration (OSHA) for emergency regulation of the chemical Ethylene Dibromide (EDB). EDB is used to fumigate harvested fruit to kill insects prior to transport, including use against the Mediterranean fruit fly in California, and other pests in Texas, Florida and Mexico.

A number of medical studies have proven EDB to be a potent cancer-causing agent in mice and rats. Other data strongly suggests that EDB exposure can cause reproductive abnormalities and an increased potential for birth defects.

In the petition filed September 2, 1981 with Assistant Secretary of Labor for Occupational Safety and Health Thorne Auchter, IBT Safety and Health Director R. V. Durham cited the medical evidence on EDB, and called for OSHA to significantly lower the level of EDB exposure allowed under federal regulation.

The present OSHA standard on EDB for an eight-hour workday is an average of 20,000 parts EDB per billion parts of air. In 1977, OSHA's research arm, the National Institute for Occupational Safety and Health (NIOSH) recommended that the allowable exposure be reduced to 130 parts per billion. OSHA did not act on that NIOSH recommendation.

In the IBT petition, Durham noted that if the NIOSH recommendation had been adopted by OSHA, worker exposure to EDB would be limited to less than one percent of what is allowed under the current standard.

In addition to establishing a lower EDB exposure limit, the IBT petition called for an emergency temporary standard including provisions on notification of use, monitoring, methods of compliance, respiratory protection, protective clothing and equipment, housekeeping, waste disposal, medical surveillance, worker information and training, signs and labels, recordkeeping, and employee observation of monitoring.

As the *International Teamster* goes to press, OSHA has not responded to the IBT petition. Informal discussions with OSHA officials indicate that the petition is being given serious consideration, and some official OSHA statement is forthcoming in the very near future. Inquiries by Teamster members who think they may be exposed to EDB should be directed to their local unions or to the International Safety and Health Department.



HIGHLY ACCLAIMED LOCAL 2707 SAFETY PLAN RECEIVES 2ND GOVT. TRAINING GRANT

TEAMSTER Local 2707, representing airline and aerospace employees, has received a grant of $130,000 from the Occupational Safety and Health Administration (OSHA) to continue its education and training program in safety and health.

The grant, issued under OSHA's "New Directions" program, represents a substantial increase over OSHA's funding of the Local 2707 program last year. Coming at a time of budget cutbacks in most Federal programs, this increase is evidence of the excellence of the safety and health work at Local 2707.

In a letter to OSHA head Thorne Auchter, General President Roy L. Williams voiced his strong support for the 2707 Education and Training program. "Local 2707's program . . . has been praised and supported by both Labor and Management as an excellent example of innovation and cooperation," Williams wrote, "(t)herefore, for the great benefit of all parties involved in this excellent program, I urge your full support in this endeavor." Williams' support was echoed by letters from the Western Conference and various airlines.

The new funds will allow Local 2707 to continue its successful shop steward training program and establish safety and health committees. The local will also add an industrial hygienist to the existing staff of safety and health professionals.

western union

The President
The White House
Washington, DC
Mr. President:

July 30, 1981

I have just learned of action taken by the Office of Management and Budget, which, if allowed to take effect will threaten the safety and well-being of all who use our highways. This telegram is to alert you to this development and request your intervention on behalf of our members and the motoring public.

The Federal Highway Administration (hereinafter FHWA) is responsible for regulating the number of hours interstate truck drivers may spend driving between rest periods. This limitation is designed to keep fatigued drivers off the road. In order to ensure compliance with these "Hours of Service" rules, the FHWA requires drivers to complete a daily log detailing their duty status.

The Office of Management and Budget (hereinafter OMB) has informed the FHWA that as of August 31, 1981, required OMB approval for the driver's log form will no longer be granted, effectively revoking the logbook regulations by fiat. OMB has also instructed the FHWA to develop substitute methods for ensuring compliance with the hours of service regulations, utilizing tachographs, pay records and time clock systems.

Mr. President, this OMB action is an unwarranted usurpation of the legitimate regulatory authority of the FHWA. The driver's log has been the principal compliance tool for the hours of service regulations since 1939. The FHWA is currently studying the effectiveness of the logbook as compared with alternative means of compliance, but the results of that study will not be available until later this year.

The driver's log is necessary to protect those who use the nation's highways. Without it, the FHWA will have no effective way of determining the number of hours a driver has spent behind the wheel. Economic conditions being what they are, there is a great incentive for certain drivers to drive an excessive number of hours. Operation of a heavy truck on today's crowded highways requires a high degree of skill and attention, attributes which are readily dulled by fatigue.

According to DOT statistics, the truck occupant fatality rate has increased every year since 1975. In 1979, over 1,400 truck drivers died on the highway, and almost 6,700 people in all lost their lives in accidents involving heavy trucks. A substantial portion of these accidents were caused by judgment errors, inattentiveness or redued reaction time due to driver fatigue—fatigue often caused by violation of the hours of service rules.

If OMB denies the FHWA use of this vital enforcement tool, those who choose to violate the law may do so with impunity, secure in the knowledge that their irresponsible conduct will go undetected. Law without a means of enforcement is worse than no law at all, for it burdens those who obey while failing to punish those who do not.

The FHWA must be allowed to complete its study of the logbook's effect without OMB interference. If a change in the status quo is indicated, then the rulemaking process is the proper forum for resolution, complete with the full participation of all interested parties. A regulation which has been a fixture within the industry for 43 years should not be dismissed without considerably more discussion and debate than contemplated by OMB.

Our organization stands ready to defend the driver's log requirement and is anxious to make the case for its continued use. I urge you to suspend OMB's rash action and allow a more thoughtful, reasoned discussion of the issue.

Roy L. Williams, General President
International Brotherhood of Teamsters

TEAMSTERS WIN PROTEST ON OMB PLAN TO ELIMINATE DRIVERS' LOG BOOK REG.

THE telegram reprinted at left was sent by General President Roy Williams to President Ronald Reagan after Mr. Williams was informed of plans by the Office of Management and Budget (OMB) to do away with interstate drivers' logs as of August 31, 1981.

OMB must periodically approve any form used by a federal agency. If OMB denies approval, the agency can no longer use that form, and must develop other means of assuring compliance or gathering information. In recent months, OMB has used this authority to force various agencies to change the way in which they conduct business. The driver's log issue was just such an action.

Shortly after the Williams' telegram was sent, a number of major freight locals from around the country began to raise their objections to the OMB proposal. Letters and telegrams to President Reagan, OMB Director David Stockman, and various Congressmen and Senators poured into Washington, supporting the continuation of the logbook.

The pressure on OMB increased, and August 21, 1981, only ten days before the driver's log was scheduled to go out of existence, OMB notified the Department of Transportation that the logbook form was approved for use through the end of 1981.

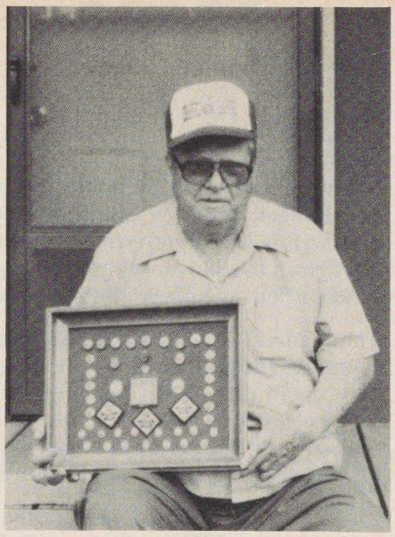
The Reagan Administration has assured the IBT that no future change in driver log policy will be considered without full Teamster participation.

ACTIVE IBT LOCALS

TAYLORS, SOUTH CAROLINA

Teamster's Plaque Holds Driving Memories

Teamster Local 28 member John W. Kent, now retired from McLean Trucking Company, has fond memories of his 33 years behind the wheel, during which time he compiled an impressive 28-year safe driving record. Over the years, Kent won three separate million mile awards, along with countless other plaques and pins lauding his safety record. Here he's shown displaying his awards while wearing a Teamster hat he was awarded by Local 28 after signing a $25.00 DRIVE membership. This veteran member's still proud to be a Teamster.





PHILADELPHIA, PENNSYLVANIA

Teamster Stipends Help Students With College

Teamster Local 830 of Philadelphia, Pa., recently announced this year's winners of its scholarship program. Congratulating the students on being selected was Gordon G. Grubb, secretary-treasurer of the Teamster local. The local, which presents awards worth $8,000, today helps subsidize the educations of 63 children of its members. This year's winners include, from left: Patricia Bradbury, Dantel Di Primeo, Kathleen Mahoney, David Thomas, Local 830 President Gordon Grubb, Kathleen Narr, Albert Dellaratta, Donna Miller, Michael Faherty and Doreen Ehinger.

NEW YORK, NEW YORK

Teamsters Take on RCA, Win Maternity Pay for Member

After more than three years of litigation, Teamster Local 10 of New York City recently emerged victorious from a battle with RCA Global Communications and RCA American Communications regarding discrimination on maternity benefits.

The Human Rights Appeal Board has consistently held that the Employee Retirement Income Security Act of 1974 (ERISA) did not preempt state action to correct discrimination in cases of pregnancy disability, notes Vincent Attardi, president of the Teamsters' affiliate. He added that the appeals board recently affirmed individual backpay awards for several Teamsters adversely affected.



Here Attardi (left) is shown congratulating the workers and presenting them with their backpay awards (which together totaled more than $12,000). With him, starting from second to left are: A. Toussaint, Irma Jacobs, Yolanda Rios and Shop Steward Mary Pinotta. Not present was recipient P. Rudolph.

BRADFORD, MASSACHUSETTS

'Teamster' Nun Fired For Union Activity

Readers of the Boston newspaper could hardly believe their eyes recently when they saw a story headlined: " 'Teamster' Nun Fired."

The story related the odyssey of Sister Loretto Driscoll, on the faculty of Bradford College in Bradford, Mass., to gain some union justice for herself and 50 co-faculty members.

In the process, the Sister came across Luke Kramer, secretary-treasurer of Teamster Local 380 in Boston, and proceeded to get some help from him.

It wasn't long before the nun's Teamster alignment was known to the administration of Bradford College which is a private, secular college founded in 1803.

Then it was that Dean Robert Forrey, according to the Boston *Herald-American,* told the nun she "had one hour and forty-five minutes to get off the campus."

Sister Loretto of the Sisters of Divine Providence asked the dean, "Was it my work?"

"No." answered the dean. "It's for the good of the college. I'm sorry."

The nun began spearheading a movement to lead the faculty into the Teamsters Union last year because she said that in her opinion the college administration and trustees were ignoring the faculty. All that was desired was some input into academic matters as stated by the college faculty manual.

After meeting with Kramer, Sister Loretto remarked: "We were very impressed with him. He has 44 years of arbitration experience and never had to bring a case to court."

Kramer advised that the pro-union faculty members be gracious with the administration and their lawyers. Shortly after that, the nun was fired.

Kramer filed charges and took the case before the National Labor Relations Board. There were several hearings and, as the *International Teamster* magazine was going to press, still no decision.

Sister Loretto was not the only victim of discharge. Four other teachers with a combined 57 years of service were "conditionally terminated" while a fifth teacher was fired outright.

It happened that the victims were all interested in Teamster affiliation.

Ironically, Sister Loretto was complimented highly by Dean Forrey for her work a year before she became interested in the Teamsters, adding in a letter to her, "I look forward to working with you."

Yet when the dean gave her 105 minutes to get off the campus, he said it was "for the good of Bradford College."

Recently Sister Loretto wrote a letter to the trustees of the school which has about 400 students and asked the question:

"If I have been fired 'for the good of Bradford College,' what 'good' is Bradford now seeking that my firing promotes?"



WOODSIDE, NEW YORK

Railroad Trainmen Among Newest Teamsters

Trainmen from the Providence & Worcester Railroad (pictured here in their new Teamster jackets) recently voted to merge their independent union, the Trainmen's Guild, into Teamster Local 808 of Woodside, N.Y.

The men serve as engineers, conductors and brakemen for the 250-mile railroad which operates in the states of Connecticut, Massachusetts and Rhode Island.

The trainmen merged with Local 808 after realizing that only by affiliating with a strong union like the Teamsters could they protect their contract gains.

Their first Teamster pact proved how right they were! The new contract negotiated by the Teamsters gives each employee a guaranteed annual wage of $32,000 plus profit sharing ('77-79 payments totaled $4,200 per man), plus extensive medical coverage and other new benefits. A supplemental pension currently is being negotiated also.

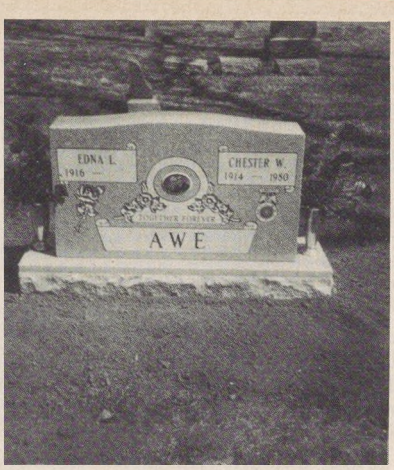
Shown here are the new Teamsters from the railroad including, in the first row, from left: R. Brown, T. McCabe, F. Barbuto, R. Cahill, C. Biehl, K. Taylor and S. Cahill. In the second row, from left: Local 808 Business Agent R. Eaton, W. Carlson, B. Herlihy, F. Vanacore, T. Hayes and P. Thomas. In the last row, from left: S. Fallon, D. McLaughlin, T. Kelly, D. Dubois, M. Adams, J. Linehan, P. Crawford, T. Heying and C. Bonner.

ACTIVE IBT LOCALS

SPRINGFIELD, ILLINOIS

Teamster's Dedication Spans Space and Time

Officers and members of Teamster Local 916 in Springfield, Ill., knew that former Business Representative Chester Awe was dedicated to the union and its members, but they never realized how deep that commitment was until after Awe's death. Recently Local 916 officers were reminded of his devotion to the union after seeing the deceased Teamster's headstone, on which the Teamster insignia is proudly displayed. Now that's loyalty above and beyond all duty!





TOLEDO, OHIO

Local 20 Officer Named to Civic Post

Teamster Local 20 President Harold D. Leu, also president of Teamster Joint Council 44, was recently named to a nine-year term as a member of the University of Toledo's board of trustees, by appointment of Ohio Governor James Rhodes.

Leu succeeds another labor official, Joseph Tomasi, director of Toledo-based Region 2-B of the United Auto Workers Union, in the post. Tomasi's term expired July 2.

Leu, an officer and business agent of the Toledo local for more than 20 years, is active in a number of other area community efforts, among them the Toledo United Labor Committee and the board of the Toledo Labor-Management-Citizens Committee; he also is on the board of the United Way.

WICHITA, KANSAS

Dubuque Teamsters Needed Union's Help

Teamster Local 795 member Harry Vesey (center), shown here receiving an arbitration award from Local 795 Vice President C. W. Bud Smith (left) and Assistant Business Agent Loyd Andrews is one of a whole contingent of Teamsters employed at Dubuque Packing Company in Wichita who were glad they had the union behind them when the company started its shenanigans recently.

Brother Vesey's award was part of a $57,000 arbitration settlement won by the local recently.

The Teamsters' problems with the company began when, following an unsuccessful attempt in contract negotiations to force employees to take a $2.00 an hour cut in pay, the company arbitrarily closed its doors and went out of business.

Local 795 took the case to arbitration, arguing that the company had wrongfully laid employees off during a guaranteed work week and also owed them pro-rata vacations. An arbitrator agreed, ordering the company to pay over $25,000.00 in pro-rata vacations and more than $32,000.00 in guaranteed pay to the shortchanged workers.



"If it wasn't for the Teamsters, we wouldn't have received anything from Dubuque," Vesey commented, on receiving his backpay check.

DETROIT, MICHIGAN

$875,000 Settlement Resolves Bakery Case

One hundred former driver-salesmen for Farm Crest Bakeries in Detroit felt vindicated as they recently shared in an $875,000 settlement distributed in the National Labor Relations Board's Detroit office, ending a four-year battle by Teamster Local 51 to win equity in their unfair labor practice case against the company.

The settlement reached between the Teamsters and Ward Foods, Inc., parent company of Farm Crest, resolves a dispute that began back in 1977 when Farm Crest attempted to convince its Teamster driver-salesmen to become independent jobbers, laying off those drivers who wouldn't agree to independently distribute the company's baked goods.

Local 51 immediately filed charges with the NLRB, claiming that the firm violated federal law by dealing directly with the individual employees, all members of a collective bargaining unit, and by unilaterally changing their conditions of employment.

A law judge upheld that claim in August, 1978, finding the company guilty of unfair labor practices and ordering the reinstatement of the sales drivers to the same or equivalent jobs with the company.

Ward, which later closed the plant in Detroit where the salesmen worked, was ordered to compensate the drivers for any loss of earnings or benefits suffered. The judge's decision was later upheld by the full NLRB panel in Washington.

Resolution of the dispute came with an agreement between the company and the Teamsters while the case was on appeal before the 9th Circuit Court in San Francisco; that litigation was dismissed when agreement was reached.

The settlement, which includes an $8,500 payment for each of the 100 drivers affected, also provides a $25,000 payment for Local 51, to cover legal expenses incurred and lost union dues.



Here, happily participating in the $875,000 settlement distribution are, from left: Local 51 Recording Secretary Robert Rayes; Local 51 Trustee Douglas Whiteford; Eugene Cope, recently retired former Local 51 president; Local 51 Business Representative Bill Bailey; Local 51 President Ralph Kemp; Attorney Gerry Miller, who handled the litigation for Local 51; NLRB Compliance Officer Harris Berman, and some of the former Farm Crest Teamster employees involved.

In the inset at left, signing for Local 51's $25,000 check is Local President Ralph Kemp, while Attorney Gerry Miller and retired President Gene Cope watch.



DETROIT, MICHIGAN

Organizing Underway At Detroit Banks

Teamster Local 299 of Detroit recently filed a petition with the National Labor Relations Board seeking to represent employees of all 118 branches of Detroit Bank & Trust.

The move followed an extensive organizing drive around the city spearheaded by Local 299 Business Agent Joe Comilla, under the direction of President Pete Karagozian.

The Teamsters are seeking a representation election among all drivers, tellers, bookkeepers, proof clerks and custodians at Detroit Bank & Trust's facilities.

A preliminary investigation is being conducted to see whether the union has the support of at least 30 percent of the bank's employees as required by law for an election.

Even before intensive organizing had begun, Teamsters showed workers the gains that can come from their interest in the union.

Shortly after the petition was filed with the NLRB, microwave ovens appeared in the lunchrooms of the bank branches, something workers had been asking for over a long period of time. Company spokesmen hastened to say they had been ordered before the Teamster organizing drive began.

Comilla, commenting on the sudden appearance of the ovens, pointed out that installation came in response to a longstanding complaint of employees of some branches, who are prohibited from leaving their buildings during half-hour lunch periods and previously hadn't been allowed facilities for warming food.

At left, Business Agent Joe Comilla and Organizer Cathy Abke, expecting a challenge on Local 299's petition to the NLRB to hold an election among the 4,000 employees of Detroit Bank & Trust, study the labor board's notice of a pending election. "We need more bank employees to sign authorization cards," Comilla said.

ACTIVE IBT LOCALS

ATLANTA, GEORGIA

Local 728 Retiree Dies in Florida

Willis Darvin Campbell, a 1980 retiree from Gateway-Maislin trucking company, died recently at his retirement home in Tampa, Florida, after suffering a heart attack.

Campbell, a member of Atlanta Teamster Local 728 had been a Teamster for more than 32 years, while working for the trucking firm. Here he is (right) being congratulated after his last run for Gateway before retirement.





ATLANTA, GEORGIA

Teamsters Victorious In Winning Equity

Officers of Teamster Local 728 down in Atlanta, Ga., couldn't be happier with the recent arbitration win they managed for Brother Jacob Harper, a road driver at Campbell's "66" Express. Here, Local 728 Secretary-Treasurer W. T. "Bill" Waters (right) presents Harper with a check for $10,949.88, as he's congratulated by R. C. Smith, the business representative for Campbell's "66", who processed the grievance in Harper's behalf. The Teamster's case went to the grievance committee after the company refused to return him to work after an injury.

SHREVEPORT, LOUISIANA

Teamster Wins, With Backing of His Local

Local unions are there to help their members. Here Teamster Local 568 member Ed Sepulvada (center) receives a backpay award in the amount of $3,953.62, the result of a successful grievance pressed against his employer, Caddo Paving Company, by his local. Presenting Sepulvada with the check are Robert E. Rimes, president of the local, at left, and Laird F. Evans, secretary-treasurer, at right.



JACKSONVILLE, FLORIDA

Local 512 Chairs A Seminar for Stewards

Teamster Local 512 of Jacksonville, Fla., convened a seminar for its stewards over the weekend of August 8 and 9, 1981, under the guidance of the IBT Research and Education Department's Martin Flaherty.

More than 60 of the local union's stewards attended the informative session and benefitted from the well-planned agenda.

"Local 512 plans to make the stewards' seminar an annual thing, so that it can better educate and inform its job stewards," reports James M. Floyd, secretary-treasurer of the Teamster affiliate, who added that his members got a lot out of the program.



WESTON, ONTARIO, CANADA

Teamster Veteran Lauded for Length of Service

Teamster Local 647 member William Sadleir of London, Ontario, has worked for Canada's Silverwood Dairies for some 40 years, first at its Sarnia, Ontario plant and currently in the pasteurizing department of the London Bathurst Street plant. Here Sadleir receives a 40-year service pin from R. J. Rylypiw, vice president of the Western Ontario District of Silverwood Dairies. Local 647 officers and fellow members were quick to offer their own congratulations to their Teamster brother on his productive years of service for the company.

VALLEJO, CALIFORNIA

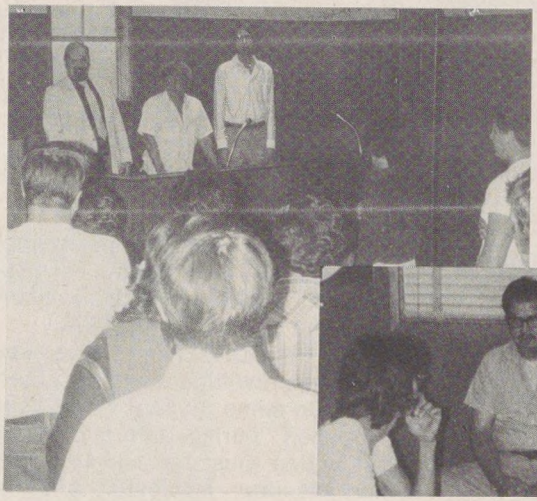
Teamster Local Scores Campaign Win

Teamster Local 490 of Vallejo, Calif., tossing aside the oft-heard phrase that you can't organize anymore, recently succeeded in bringing a whole group of new Teamsters into the union by organizing the employees of Weathercheck, Inc.

In the photo at right, Local 490 Business Representative Lloyd Adcock (right) goes over the proposed first contract with the negotiating team.

Above, Local 490 Secretary-Treasurer Tom Williams, Vice President Ray Casstelluccio and Trustee Will Hirst brief the new Local 490 Teamsters on their responsibilities as members.

"Who says organizing doesn't pay off," ask officers of this Teamster local.



SACRAMENTO, CALIFORNIA

Injured Teamster Gains Restitution with Teamster Aid

Marilyn Garcia (center), a member of Teamster Local 849, recently saw her local union go to bat for her after she was wrongfully fired from Avalon Bay Foods of Marysville, Calif. Here, she receives a $3,200 backpay award from Local 849 Business Representative Earl Baker (right) and Teamster Joint Council 38 Representative Terry Shorey (left). As part of the settlement worked out between Local 849 Secretary-Treasurer Ron Harrison and Avalon Management the company also agreed to refrain in the future from discriminating against employees because of any union activities in which they might engage.



CONSUMERS' CORNER



OVER the course of an appliance's lifetime, repair bills can add a substantial amount to its cost. In order to increase the life of the appliance and keep repair costs down, consumers are advised to use and maintain it properly.

One basic but often overlooked step in appliance care is to read the instruction booklet carefully before operating the appliance. Use an appliance for its specific purpose and nothing else. For example, using a blender as an all-purpose food processor for such tasks as grinding meat or crushing ice can damage the blades or motor.

If you want to keep an appliance working efficiently for years, follow the use and care booklet.

Maintenance habits, along with how a machine is used or abused will determine whether you'll need to keep the repairman on permanent call or not. Simply keeping the appliance clean may prevent many problems.

Some common practices can damage appliances, however. For example:

DISHWASHERS are susceptible to failure when dishes are not scraped thoroughly. Food particles can get caught under the valve and let the water run out of the machine. Hard particles like pieces of bone or broken glass chips can get into the pump and bind it, harming the motor.

VACUUM CLEANERS will not operate properly if the catch bag fills up. In addition to emptying the dust bag, the filter should be cleaned regularly. Repairmen often find that a vacuum cleaner which "won't work," merely needs the bag emptied or the filter cleaned.

WASHING MACHINES. Get out of the habit of running five or six consecutive loads in your washing machine. Such use can cause overheating and excessive wear on the motor's bearings. Also avoid overloading the machine. Too much weight will put a strain on the motor, resulting in less effective laundering and reduced lifetime of the machine.

A loud, scraping noise during a spin cycle may be nothing more than a safety pin, nail or other foreign object. If a small object such as a pin gets into the water pump, you will have a big repair bill. Before putting clothes in the washer, check the pockets of clothes.

CLOTHES DRYERS. These also have safety switches built into their doors. On some models, if the door is opened during operation, the start button must be pushed again when the door is closed. A dryer that gradually loses its drying ability may be in need of a cleaning of its lint filter. This really should be done every time you use your dryer. It cannot be neglected without causing poor drying and wasted energy. Furthermore, a filter left uncleaned can start a fire.

ELECTRIC RANGES can be damaged when people carelessly line the bottom of the oven with aluminum foil. The foil could make contact with wires and cause a short. A similar problem can occur when foil is used around the drip plates of range top burners.

In addition to fewer repair problems and longer product life, proper care reduces the chances for accidents. Appliance cords should be checked periodically for cracks. Don't operate an appliance with a frayed cord. Don't use any electrical appliance in a damp or wet area. Never use a vacuum cleaner to pick up water or to clean a damp rug. If you are changing an attachment on an appliance, unplug it first.

REFRIGERATORS AND FREEZERS. Among frequent complaints are what consumers consider excessive and expensive operation often marked by frequent cycling on and off; also, food loss due to breakdowns, and sometimes cracking of door shelves and even liners. Be sure you defrost if frost build-up is more than one-quarter of an inch. It will use up more energy. Cleanliness helps maintain the appliance. Vacuuming the vents so dust does not clog is another must.

Since a house call by a repairman may cost upwards of $20, do some troubleshooting yourself before you make a call. If the appliance doesn't work when first turned on, plug it into another socket. Check your fuse box or circuit breaker if it still doesn't go on. Most manufacturers provide a problem checklist with their product. Go down the list and see if you can locate the trouble.

Make sure you go to a repairman or dealer who is authorized to repair your brand of appliance. Your warranty will not be honored by the manufacturer unless it is taken to an authorized repair service.

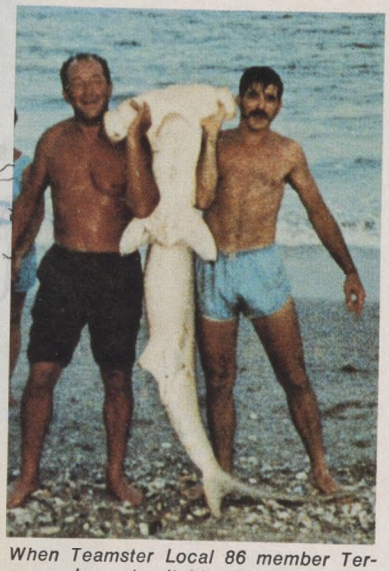
TEAMSTER SPORTS!



This girls' softball team is the pride of Teamster Local 767, which sponsored them in competition this year. Even though the girls didn't win championship honors, members of the local, which represents employees of Weber Aircraft and Company in Gainesville, Tex., say they are mighty pleased with the great performance they gave, wearing the Teamster colors.

From the looks of this beauty, American waters may soon share equal billing with Canadian for the best spots to catch salmon. Brother John Fiatte of Local 726 says that most evenings after work at Meigs Field in Chicago, he heads toward the shoreline near his home at Blue Island where, he adds, fishing seems to get better and better each year. Recently Brother Fiatte caught this beautiful 23-lb. chinook salmon around 7 p.m. one evening from shore.



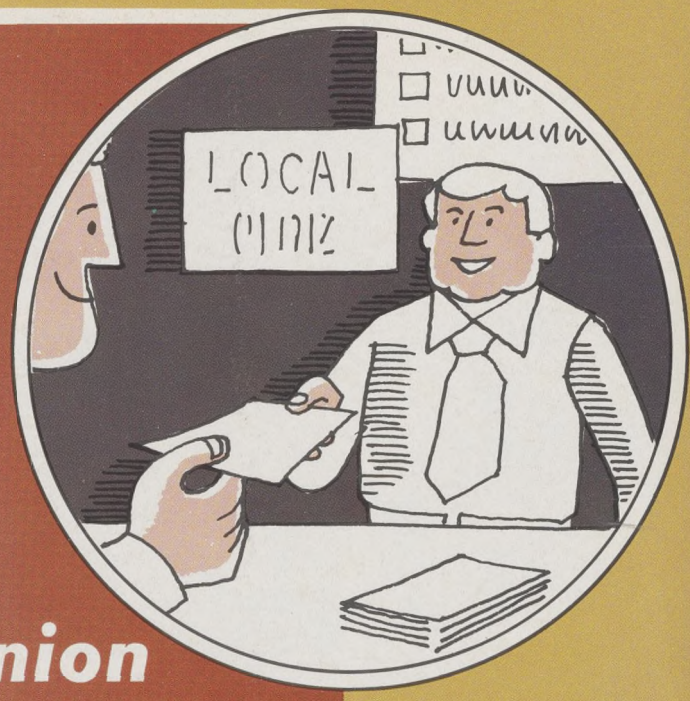


When Teamster Local 86 member Terence Jarnagin (left) and his buddy, Lovie Fields, snared something while fishing with gill nets recently at Edisto Beach, S.C., the two waded into the water expecting to haul in a medium sized catch. Instead they found themselves carrying back to shore a live shark that was a real 8-foot, 110-lb. beauty. "It was too late to turn back then," the duo said, so they kept on hauling. The fish dressed out to 95 lbs. of steaks for some good eating.

High in the sky is where you usually find Teamster Local 420 member Terry Dupuis, a mixer driver for Transit Mixed Concrete Company, who enjoys the unusual hobby of power chuting. The sport is something like parachuting, except that you need a boat and a body of water to give you lift, instead of a plane. Brother Dupuis really enjoys the pastime and says it's fun for the whole family—his wife and 12- and 10-year-old youngsters all fly. "There's nothing like it," he adds.



Get a Withdrawal Card from Your Local Union When Leaving the Craft



When You Move Notify Your Local Union of Your New Address



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE November 1981





MESSAGE FROM GENERAL PRESIDENT ROY L. WILLIAMS

NOVEMBER is election month. This year there are many local and two state elections. But traditionally, off year elections do not attract many voters no matter how important issues may be. Often less than one-third of the eligible voters actually go to the polls in these elections.

I believe that it is time for increased political awareness by Teamster members. There is no better assurance that Teamsters will achieve our goals in Congress than through DRIVE MEMBERSHIP. DRIVE is our way of helping candidates favorable to Teamsters financially. A membership in DRIVE is your key to good government.

Much legislation important to Teamsters and working men and women throughout America will be coming up in the next several months; and, we need more members in Congress and state legislatures who are responsive to labor's needs and the concerns of all working Americans.

DRIVE—Democrat, Republican, Independent voter education—is just that, a way to keep our membership informed of the activities in Congress and a way to keep Congress informed about our concerns. It is a two-way education process.

We all believe, of course, that the Teamsters Union and the entire labor movement for that matter should somehow exert more political clout than occurs on some occasions. We tend to wake up only at critical times such as when deregulation was being debated in Congress.

Political interests should be a full-time activity. Doesn't it seem foolish to wake up occasionally when we are under attack legislatively and then go back to sleep when the crisis is ended.

Maybe our lawmakers will begin to take us seriously *consistently* when they begin to realize that we are *consistently* interested in their affairs.

DRIVE memberships produce the so-called political "fee money" for candidates. It is our only opportunity to match big business and the anti-labor coffers filled with money out to get the working men and women of the nation.

If you do not already have a DRIVE membership, I urge you to sign up today. It is your best assurance for good government and fair labor legislation for the future.

Finally, none of our political activity will do any good, if we are all not registered to vote. Every state has its own laws and dates for registering, but in every state it is a simple matter which takes only minutes of your time.

In recent Presidential elections, less than half of the eligible voters have bothered to vote, and less than half of them have voted for the elected President—which means that about 25% of our people are electing the President of the U.S.

I urge you to register and vote in every election . . . and remember DRIVE is working for you and me and all Teamsters.

In closing, I wish all of you and your families a very happy Thanksgiving and much to be thankful for this holiday season and in the future.

Fraternally,

Roy L. Williams

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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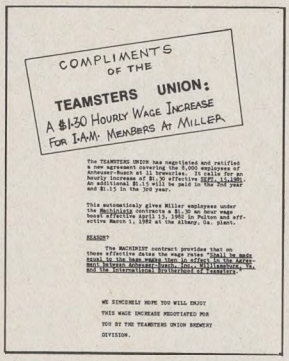
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TEAMSTERS' GENERAL EXECUTIVE BOARD MEETS

Officers Discuss Legislation and

THE General Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting October 13-15, focusing on the upcoming Master Freight negotiations and current legislative and DRIVE activities.

General President Roy L. Williams reported upon recent activities at the IBT since the convention. Regarding the Master Freight negotiations, Williams noted that collective bargaining proposals will be exchanged when formal negotiations begin December 1.

In his report Williams stated as chairman of the 129-member negotiating committee that the committee in mid-September unanimously agreed to reopen the Agreement in response to requests by several employer associations.

The General President told the Board that we must make every effort to get our laid-off people back to work in the motor carrier industry; that we must do everything possible to prevent any further loss of jobs among our membership working in the industry; that we must retain for the membership all the gains we have won through the years in pension and health and welfare funding; and finally, he stressed that we will have to work together at all times.

"We have a fine, knowledgeable negotiating committee," Williams said, "and we have what seems to be a rebirth of union solidarity in the Teamster ranks. We are listening to each other in the exchange of ideas.

"I think we are capable of solving our problems responsibly in the forthcoming negotiations in such a



Upcoming Negotiations IBT Legal Victories



manner that will benefit and protect every Teamster member that may be involved," Williams told the Board. It was also reported to the Board that the IBT had testified before both the Senate and House to urge Congress to do something about the upheaval created in the trucking industry as a result of deregulation. The IBT has petitioned Congress to enact protective amendments that would prevent further displacement of workers from their jobs in trucking.

On other legislative matters, the General President notified the Board that the U.S. Senate has scheduled hearings on Hobbs Act amendments for November 4th.

"If these amendments pass the Congress,"Williams stated, "the chilling effect on workers who wish to bargain collectively would be devastating. Anti-union forces are employing an all-out effort to make the federal crime of extortion apply to virtually any aspect of a labor-management dispute."

It was reported that debate on the Davis-Bacon Act was postponed, but that all of organized labor had better be prepared because a Senate filibuster looms as a possibility when the debate does come up.

"Such important legislative matters only point out our need to get members involved and signed up in DRIVE," Williams said. "I would suggest that the members of the General Executive Board make a stronger effort in their respective areas to show that the Teamster movement is politically responsible all the time."

Discussion at the Board meeting also included reports on the recent legal victories of the IBT involving Great Coastal Express, Inc., with a judgment of nearly $1 million, and a $3 million judgment involved in a case of Pilot Carriers against the IBT. Recently both cases were overturned on appeal in favor of the IBT. Other areas discussed during the three day meeting of the General Executive Board included the economy, Interstate Commerce Commission activity, National Labor Relations Board decisions and safety and health matters.

During the course of the quarterly meeting the International Union vice presidents and trustees heard a report on financial matters from Secretary-Treasurer Ray Schoessling and other reports from the Legal, Legislative and Communications Departments.

At left, some candid photos of the latest IBT general executive board meeting in session. At top left, IBT General President Roy Williams confers with IBT General Secretary-Treasurer Ray Schoessling.

COMPLIMENTS OF THE

TEAMSTERS UNION:

A $1.30 HOURLY WAGE INCREASE FOR I.A.M. MEMBERS AT MILLER

The TEAMSTERS UNION has negotiated and ratified a new agreement covering the 8,000 employees of Anheuser-Busch at 11 breweries. It calls for an hourly increase of $1.30 effective SEPT. 15,1981. An additional $1.15 will be paid in the 2nd year and $1.15 in the 3rd year.

This automaticaly gives Miller employees under the Machinists contracts a $1.30 an hour wage boost effective April 15, 1982 in Fulton and effective March 1, 1982 at the Albany, Ga. plant.

REASON?

The MACHINIST contract provides that on those effective dates the wage rates "Shall be made equal to the base wages then in effect in the Agreement between Anheuser-Busch, Inc., Williamsburg, Va. and the International Brotherhood of Teamsters."

WE SINCERELY HOPE YOU WILL ENJOY THIS WAGE INCREASE NEGOTIATED FOR YOU BY THE TEAMSTERS UNION BREWERY DIVISION.

YOU'RE WELCOME, MILLER MACHINISTS!

Teamsters Prove They're Number One At Delivering Top Contracts With New Anheuser-Busch Master Pact

A NEW master agreement has been negotiated and ratified for 8,000 Teamsters employed at 11 Anheuser-Busch breweries and calls for $3.60 in wage gains over a three-year period ending February 28, 1985.

Charles Klare, secretary-treasurer of the Teamster Brewery and Soft Drink Workers Conference, said the contract, largest such agreement in the industry, also provides for fringe benefit increases in each of the three years.

The first pay hike of $1.30 an hour went into effect upon ratification. Wage increases of $1.15 an hour will become effective in each of the last two years of the agreement beginning March 1st in both 1983 and 1984.

Klare said fringe increases worth 45 cents the first year and 15 and six cents in the second and third years respectively were negotiated.

Ironically, the Teamster agreement had the unique side effect of guaranteeing wage increases for members of another union.

Machinists Union members employed at Miller Brewery got the pay hike because the Machinist contract specifically provides that on certain dates their wages—as it is written in their contract with Miller—"shall be made equal to the base wages then in effect in the agreement between Anheuser-Busch, Inc., Williamsburg, Va., and the International Brotherhood of Teamsters."

The Teamster Brewery and Soft Drink Workers Conference sent a flyer to the Miller employees who are represented by the Machinists, informing them of their good fortune in getting the Teamster-negotiated gain, and adding: "We sincerely hope you will enjoy this wage increase negotiated for you by the Teamsters Union Brewery Division."

Klare said Teamster skilled maintenance workers and utility operators working at Anheuser-Busch will get additional 10-cent hourly hikes in the first and second years, plus another nickel in the third year.

Gains were negotiated in the supplemental unemployment benefits and severance plan and the language was tightened up in the contract.

Contrary to a *Wall Street Journal* report that management alone made the decision, the master agreement also states:

"Within 60 days following the execution of the contract, each local union will conduct a vote concerning whether, in lieu of the present beer drinking privilege, the employees would prefer receiving two free cases of beer per month. All of the local unions in a plant must approve the change before the company will implement the change."

Klare said the master contract with Anheuser-Busch covers Teamsters belonging to 15 different local unions across the United States, including: 6, 133, 367, 1187, 102, 153, 843, 896, 388, 284, 947, 919, 633, 822 and 1149.

IBT SCORES ANOTHER LEGAL VICTORY WITH PILOT CASE

THE Teamsters Union scored another significant legal victory in September, when the United States Court of Appeals for the Fourth Circuit in Richmond, Virginia, reversed a $3 million judgment in favor of Pilot Freight Carriers against the IBT.

The lawsuit arose out of a July 1972 strike against Pilot by four Florida Teamster locals which struck because Pilot, a carrier with terminals up and down the Eastern seaboard, ignored a grievance award ordering it to apply the National Master Freight Agreement to its newly opened Florida terminals.

Involved in the case were Teamster Locals 512 of Jacksonville; Local 390 of Miami; Local 385 of Orlando, and Local 79 of Tampa, Fla.

After the company refused to recognize the grievance panel's decision, Teamster locals throughout the east within the Pilot system lent their support to the locals' bid for recognition at the new terminals. Systemwide, Teamster members observed the picket line during the course of the two-week strike that ensued.

Pilot sued the IBT claiming that the strike was in violation of the no-strike clause of the contract. The IBT argued that the NMFA permitted a strike to enforce the award of a grievance committee, but said in addition that the question of whether there was a breach was not for the court but for an appropriate grievance committee established by the National Master Freight Agreement.

The lower court rejected the IBT's arguments and a May 1980 trial resulted in a verdict against the union for over $3 million. The appellate court vindicated the IBT's original position and dismissed the lawsuit without prejudice to Pilot's filing a claim of breach before a contractual grievance committee.

In 1974, independent of this litigation, Teamster Local 512 of Jacksonville, Fla., was successful in bringing at least one of the Pilot terminals involved in the case under contract.

The law firm of Dickstein, Shapiro & Morin handled the case for the IBT.

ICC CHANGES FUEL SURCHARGE PROGRAM

THE Interstate Commerce Commission, in a move that could cause economic upheaval for motor carriers and owner-operators, last month decided to trim back the fuel surcharge program enacted during the 1979 oil shortage that has since then given owner-operators protection from rapid escalation in fuel costs.

After the surcharge program was adopted in 1979, it provided a relief valve for owner-operators, among them Teamsters, allowing them to offset some of the higher operating costs resulting from increased fuel costs.

The ICC, which had been considering abolishment of the surcharge program entirely, October 9 announced that it was, instead, modifying this important program. The ICC decided, at least temporarily, to tie reimbursement to the miles that owner-operator rigs travel, which would mean a current payment of approximately 14 cents a mile. This solution, however, will lower the compensation many owner-operators now receive from the regulated trucking companies for which they haul goods.

As freight rates have fallen in the hard-pressed trucking industry since deregulation, many truck companies have slashed payments to owner-operators, placing the burden of high fuel costs more and more on their shoulders. If the surcharge is reduced, especially if all or part of it is folded into the basic rates and trucking companies get leeway to decide how much to pay owner-operators for use of their rigs and driving, as seems to be the plan under the new rules, owner-operators say they will suffer even more damage.

During the study of this issue, the International Brotherhood of Teamsters not only submitted a comprehensive written statement urging the ICC to reconsider program changes, but also appeared at a September 22 hearing in Washington to deliver oral arguments urging the ICC to take no hasty actions.

Under the modified program, owner-operators and carriers chance to face larger operating losses as they try to operate with only limited reimbursement for their fuel costs. Should another energy crisis hit, these drivers will have no way of absorbing rising costs they may face.

Teamsters' President Roy L. Williams, on hearing of the ICC order, expressed grave disappointment in the agency's action. Noting that the current program has "meant the difference between economic survival and bankruptcy for thousands of owner-operators," Williams said the change will be "highly detrimental" to the welfare of owner-operators and could "spell disaster for many."

"While some carriers can maintain adequate revenues by cutting rates to increase their traffic volume, owner-operators are faced with the prospect of having to overload their vehicles or to disregard hours of service regulations and highway safety to avoid financial ruin," Williams added. "This action of the Commission is contrary to common sense and a safe and healthy transportation system."

COURT CHALLENGES ICC ON ITS REGULATORY AUTHORITY

A U.S. COURT OF APPEALS, in vindication for the Teamsters Union and others concerned with the stability of the trucking industry, recently ruled illegal major portions of rules adopted by the Interstate Commerce Commission aimed at expanding the commodity and territorial descriptions in certificates issued to trucking firms.

The decision, handed down by the U.S. Court of Appeals for the Fifth Circuit, upheld the union's contention that the ICC had exceeded its authority in its attempts to redefine its regulatory powers in the wake of the Motor Carrier Act of 1980. Hopefully, the decision now will help curb some of the excesses in which the ICC has indulged since passage of that legislation.

At issue in the case were policy "guidelines" the ICC issued shortly after then-President Jimmy Carter signed the legislation into law back in July, 1980, aimed at expanding the territorial and commodity scopes in grants of authority issued to carriers.

The Teamsters Union, joined by American Trucking Associations, Inc. and several individual trucking firms, took the commission to court over the rules on the grounds that the commission exceeded its statutory authority by requiring or permitting carriers to obtain overly broad grants of operating authority. The union contended from the beginning that the guidelines actually were rules aimed at requiring the carriers to conform to commission policies at the time.

Specific portions of the rules that were attacked included a requirement that carriers wishing to expand their authority must broaden their rights to transport an entire class or classes of commodities of which the named good is a part or use two other traditional groupings by the ICC in the past.

"This requirement makes it likely that a carrier with authority to transport only one commodity who desires to transport only one additional commodity would be required to seek authority for an entire class of commodities," the court said, "some of which the carrier may not wish to transport or may lack the ability to transport."

The court also agreed with the truckers' complaints that the guidelines were really rules, noting that "there are sinews of command beneath the velvet words of the subsequent sections of the guidelines."

Such an approach, the court said, ignores requirements in the new trucking law that carriers must be "fit, willing and able to provide the transportation to be authorized by the certificate," issued by the commission.

"The difficulty lies not in the suggestion that these broad descriptions be used when appropriate, but that in the constraint that every applicant seek equally broad authority," the Fifth Circuit said.

The court accused the ICC of attempting to put each applicant into the agency's mold "while merely professing to allow opportunity for deviation."

The court did uphold, however, the agency's decision to use counties and cities as the basic territorial minimums carriers shoud use in filing operating rights applications.

As *International Teamster* went to press, union attorneys were still assessing the court's decision and its possible impact on members. Faced with this legal victory, though, it is hoped that the ICC will finally return to a more-reasoned approach when granting authority and determining fitness of a carrier to service a route.

MASTER FREIGHT UPDATE

THE Teamsters National Master Freight Negotiating Committee, proceeding well ahead of schedule, last month continued its preparations for the start of negotiations with the trucking industry on a new National Master Freight Agreement.

Proposals for suggested contract changes from all local unions signatory to the agreement were due back at IBT headquarters on October 5, after each local had held its own meeting with members covered under the agreement to get their suggestions for proposed changes in the master contract and its 31 supplements.

After the 318 affected Teamster affiliates had responded, all surveys were then collected and tabulated by the IBT Research and Education Department, in preparation for an intensive screening by a negotiating committee subcommittee.

At that meeting, scheduled for early November, the union's screening committee will review all suggestions and compile the formal proposals which the union will present to management.

Also in early November, the Teamsters are expected to sit down formally with management for the first time and set the ground rules for the talks to follow. At that meeting, a schedule of negotiations, adoption of procedures, appointments to subcommittees and related business matters will be discussed.

Formal negotiations and an exchange of contract proposals with Trucking Management, Inc. and the Motor Carrier Labor Advisory Council are not expected to come until early in December.

Although the National Master Freight Agreement does not expire until March 31, 1982, the Teamsters agreed to reopen negotiations earlier than normal as requested at a meeting in September by management signatories to the pact.

Involved Teamster locals are being kept fully informed as preparations proceed.

TEAMSTER MEETS ISRAEL'S BEGIN

Teamsters Union International Vice President Maurice R. Schurr and his wife, Jean, were among the guests invited to a recent White House dinner honoring Israeli Prime Minister Menachem Begin.

Schurr, the only labor union leader attending the gathering, noted that he was honored to be included at an event for so distinguished an individual as Begin, one of the principals in the peace-making efforts in the Middle East. (The dinner took place just a few weeks before the tragic October 6 assassination of Egyptian President Anwar Sadat, the other principal in the peace talks.)

Here, Schurr shakes hands with President Reagan before greeting Begin and Mrs. Reagan.



INFORMATION AT YOUR FINGERTIP

The Teamster Union Research and Education Department, taking an innovative step into the 21st century, last month unveiled another technological tool recently added to the IBT's computer arsenal to help better service the membership.

The department recently expanded its computerized information services system by adding a new computer terminal, containing more than 190 available data information bases. These new resources offer Teamsters fingertip access to an incredible number of new information sources about any given subject.

The services will offer Teamster affiliates a quick and efficient means of locating information for their bargaining and organizing efforts and also provide a solid research foundation for other departments within the International Union.

Through the terminal, one can access any of the available databases from a number of key reference services. For example, by accessing the Key Issues Tracking database available from the New York Times Information Service, one will be able to locate summaries of articles on a particular subject such as trucking deregulation or "right-to-work" which have appeared in magazines or major newspapers. Likewise, the department will be able to locate public company information drawn from annual and periodic reports filed with the Securities and Exchange Commission and retrieve a host of other information of use to Teamsters.

IBT Librarian Betty Bourg and Assistant Librarian William Wilkinson will be implementing the new information services and with other Library staffers have been reorganizing and updating the Teamsters' Research and Education Library to prepare for the system's arrival.

The library, of course, contains books, magazines, corporate files, subject files, government documents and local union materials, all of which are available to be used by affiliates.

The Research and Education Department at International headquarters can answer any questions you might have about this new information resource.

The *International Teamster* regrets in last month's issue quoting from the San Diego *Union* the inference that California Governor Jerry Brown attended without invitation a recent reception held during the Western Conference of Teamsters' meeting. Governor Brown, like all federal and state officials regardless of political affiliation, is always welcome to any Teamster event.

WCT Director Andy Anderson stated: "We were pleased and honored that our Governor was able to attend, and we find it unfortunate that the San Diego *Union* implied that Governor Brown was not welcome."

Einar—Part 2



THIS IS THE SECOND OF A 3-PART SERIES ON EINAR O. MOHN, AN INTERNATIONAL UNION VICE PRESIDENT FOR 21 YEARS AND NOW RETIRED. HIS STORY IS NO MORE NOR NO LESS TYPICAL THAN THAT OF ANY OTHER PAST OR PRESENT MEMBER OF THE INTERNATIONAL GENERAL EXECUTIVE BOARD. MOHN'S STORY OFFERS AN ANSWER TO THE QUESTION: HOW DOES TEAMSTER LEADERSHIP EVOLVE?

PROBABLY WAY DOWN DEEP, Einar Mohn did not want to accept Dave Beck's proposal. Mohn knew that union work would take him away from his family. Yet he had tasted the victory of workingmen banded solidly together under his leadership. Winning the lengthy strike had been a heady experience for Mohn. He had achieved something and it warmed his soul.

So when Beck, the leading Teamster on the West Coast, persuasively said come and help organize the dairy industry in the west, Mohn hesitated but finally agreed. After all, he already understood the perils of sacrifice.

Perhaps Einar, then nearly 30 years old, also thought of it as a 'call.' His father had been a minister, his mother a teacher. Mohn had grown up in a responsible Norwegian family atmosphere. For him, the golden rule was a genuine principle of guidance.

Added to Mohn's upbringing was the experience of two years at Augsburg College in Minneapolis, Minnesota, followed by a third year at the University of Washington in Seattle, Washington.

Mohn had studied to become a physician. It was necessary to foresake that goal, however, when his father fell ill and died in 1929. Einar, an only son, quit college to support the family. He toiled in a printing shop. Later he got a job at the Whatcom County Dairyman's Association milk plant at Bellingham, Washington.

Little did Mohn know when he went to work at the milk plant that he would become a cog later in establishment of what would be called the Western States Dairy Employees Council. The council, in turn, served as the skeleton upon which was draped the organization of the Western Conference of Teamsters.

Beck arranged funding for the new dairy organizing campaign. He persuaded local unions interested in having milk workers organized to contribute seed money for the council. The funds underwrote Einar Mohn's expenses.

Einar was given a heavy Chrysler Imperial to drive thousands of miles every year through Washington, Oregon, California, Idaho, Utah and Colorado. Most of his energy went into organizing milk processing plants.

His work was successful. The council became popular and influential in the Teamster movement.

THEN CAME THE TURBULENCE. Einar Mohn, in the late 1930's, was invited to a caldron of human energy known geographically as Southern California. Making the request for his help was Teamster Local 93

of Los Angeles. Local 93 was a young union, only a couple of years old, facing the prospect of its first dairy strike. The leadership was inexperienced.

For those who may think Southern California is an oddity today—they should have known it a shade more than 40 years ago. There was so much tug-of-war among different elements of the society that residents in the warm clime often wondered whether there could be any resolution of anything.

The Los Angeles area was growing very fast and California's greatest frenzies seemed to center there. An impressive earthquake had occurred not too many years earlier; members of cults regularly were waiting at the cliffs for the world to end. Thousands of older Americans, enjoying the weather but living on pennies, were tired of eating oatmeal three times a day; they flocked to Townsend Plan meetings in hope of revising all economic systems in favor of retirees. The Oakies were still arriving from the dust bowls of the midwest; scratching for jobs and willing to work for substandard wages. Politicians were promising whatever was demanded and then freely spilling the blood of voter loyalty. "Ferment was great down there," said Mohn recently with a chuckle, "and there was a strong, common, anti-union attitude."

It was true. The daily newspapers of the William Randolph Hearst empire painted hot headlines in every major coastal city. Hearst's first priority was to kick Harry Bridges, a disruptive longshore labor leader, out of the country—SEND HIM BACK TO AUSTRALIA!

Teamsters were no different in Hearst's view. On the occasion of a freight strike in California, the Los Angeles *Herald-Examiner* published a lurid, front-page cartoon under the accusing headline: "DAVE BECK SHOT SANTA CLAUS!" The cartoon showed Beck pistoling Santa so there would be no Christmas for families of truck drivers.

The union-busting harangue of Hearst and other like-minded newspaper publishers had its effect. The Los Angeles labor council was but a shell of its former strength. The only real unionism existed at the movie studios where a fairytale world was alien to the real world of work.

Einar Mohn took a deep breath and plunged into the job.

HE LEARNED IMMEDIATELY that dairies in Los Angeles were cannibalizing each other so as to grow with the bulging population. Local 93 had its hands full trying to negotiate a contract simultaneously with three of the leading fresh milk plants.

Einar found some raw problems awaiting him. Things he had not expected. The worst was a political split within the leadership of the local union. In addition, the leaders were untried and green in the labor movement.

Then there were the employers. They were happy to be represented by a deadly anti-union group—the Merchants and Manufacturers Association. The 'M & M,' as it was known, was the forerunner of the National Manufacturers Association.

Hovering about was a combative women's organization, home grown, that insisted upon the representative of M & M sitting in on the milk negotiations. The women were noisy and persistent in their support of management. Local 93, in an unfortunate mood of misguided chauvinism, had allowed the encroachment.

Mohn's first move was to reverse the situation. He refused to negotiate with the dairies if the M & M man sat in. The three dairies replied they would not negotiate anymore. A friendly management fellow told Mohn on the sly, "You fellows are going to have to make a move because they are not going to negotiate without the M & M being in there."

Einar by now was familiar with employer obstinacy. He knew the only answer was to respond with union spirit. But there was the question of no strike experience in Local 93. Nor was there a way to predict how the members would behave in a strike. Mohn knew from the past how necessary it was to have the people behind the leadership in a confrontation with management.

He spent a lot of time talking with Local 93 members working in the three different milk plants. Some members were more active and interested than others, he knew, and he believed it important to sound them out. To determine where the strength lay in the union. He asked soft-spoken questions. He calmly evaluated the answers.

What was happening was the flowering of Einar Mohn's style. It would be the origin of his strength in future years of leadership: To never blindly make a decision; to always seek input from the members; to get some unanimity or, as he put it, "to get a little glue for the decision."

And then to make the decision with confidence.

DECISION-MAKING TIME was soon at hand. Mohn asked the Local 93 officers to call a meeting of the members involved in the decision. In the hall, he took the podium and faced a 100 men—most of whom he had spoken with through the days.

Mohn's careful explanation of the negotiation standoff was the easy part. The plant workers responded with a unanimous vote favoring a strike. Then Einar made a suggestion. Noting that the union's officers approved the idea, he emphasized the need for selectively striking only one of the three companies as the most effective way to bring management to its senses.

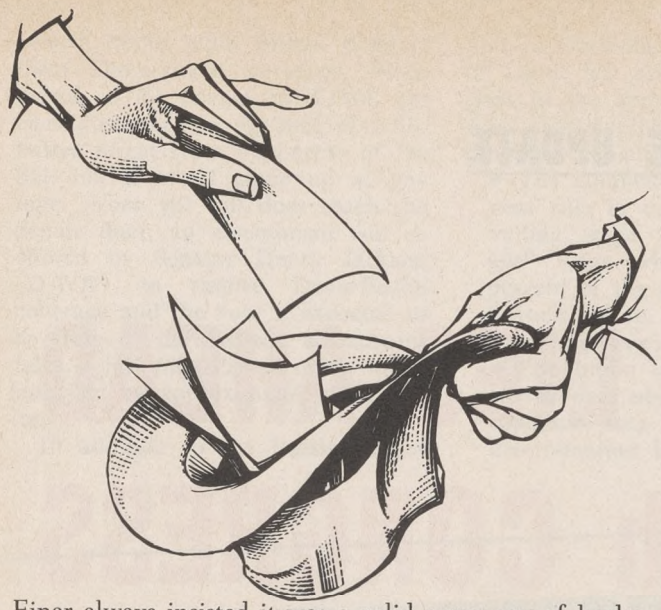
"Why don't we do it this way, fellows, to be fair to everybody," said Mohn. "We'll write the names of the three dairies on a slip of paper, put 'em in a hat, and one of you guys can come up here and pull out a slip. Whatever plant's name is on the slip—that's the one we'll strike."

Einar Mohn does not admit the sole responsibility for the way things went, but it must have been his idea because he was the problem-solver. His main hurdle, as he saw it, was to get the support of the membership. To get everybody to go along together. In that sense, he believed whatever tactic he might use was worth it if it contributed to success. Mohn confessed 40 years later that, yessiree indeed, a selective strike was planned. "It was very selective. We wrote the same company name on all three slips."

He had studied the opposition and was convinced the Knudsen plant would be the best target. There were a larger number of members working there and the men were stalwart in their attitude. From what Einar could see, the Knudsen management was the most skittish.

Lo and behold—the Knudsen paper came out of the hat! The strike was on. It lasted a couple of days before Knudsen management caved in, scared to death the competing dairies would gobble up the company. The other firms fell right in line. Contracts were signed.

While agreeing the hat trick was less than honest,



Einar always insisted it was a valid maneuver of leadership. The proof was in the painless victory. "If we had struck all the plants, we'd probably have lost the strike."

EINAR REMAINED ON ASSIGNMENT in Southern California for the next 2 years. His continuing successes brought him to the attention of General President Dan Tobin, then nearing the winter of his 45 years of Teamster leadership.

Although Mohn had been a Teamsters Union member only 8 years, he was appointed general organizer by Tobin in 1941. It was a signal honor. The 35-year-old International officer moved his family to Los Angeles and transferred his membership to Local 93. Soon afterward came Pearl Harbor; Mohn tried to enlist in the navy but was rejected for a congenital bad back.

It was fortunate he was not accepted for military service. Men with skill and experience were needed at home. Soon Mohn found himself all over the lot on assignments from the general president as the nation geared for war.

GO's in those days were few in number. They performed as trouble-shooters—extensions of the general president's hand. Einar's first assignment came in a phone call from Tobin who said: "I want you to go to Houston, Texas. There's a problem. I've got a fella down there who couldn't find his way out of a wet paper bag. I gotta have some help."

Einar promptly visited Houston and settled Tobin's irritant in short time. Forever after, Tobin thought Mohn was a pretty good guy. Einar discovered early that problem-solving as an IBT general organizer was much different than as an officer or organizer at the local union level. The key obstacle was that famous phrase: Teamster autonomy. As Mohn explained it recently:

"Before, you only had your own local union. You were now dealing with a lot of other people who had their territories staked out, and you had to work around that. This meant a need for diplomacy. You weren't admitted any place they didn't want you."

Mohn's style was simple. He tried to make himself acceptable by being unobtrusive. He just did his work. If the local union in trouble was friendly—fine; cooperation of the affiliate was vital. He learned that even the cooperation of all the Teamsters unions in the area could be helpful.

Einar's work became very important during the war because so much of labor-management relations in that period involved the War Labor Board. Everyone was devoted to getting war materials to the fighting men. It was a powerful incentive to the home front.

The defense effort had a beneficial side effect. Unions and employers alike strengthened their sense of responsibility in the workplace. Also, their mutual respect increased as they got to know each other under emergency conditions.

TEAMSTERS IN THE CITY of San Francisco—a beautiful place so provincial that some people say you need a passport to enter if you are not a native—served as the yeast to promote the rising of Einar Mohn's finest qualities of leadership.

Teamsters in the San Francisco of 1947 were among the most stout union members in America. They had a history of incessant and sometimes bloody struggle stamped with determination that resulted in magnificent gains for the membership. When the wars with company goons, strike-breakers and misdirected deputies gradually died down, the Teamsters clamped a solid grip on whatever they thought was theirs. They assumed a strong defensive posture to protect what they had won. In fact, they once had decamped from the International Union to prove a point to General President Tobin.

Many of the local unions developed some bad habits as labor peace came. Accustomed to conflict, they took to feuding and fussing with each other as well as with the Teamsters across the bay in Oakland. Worst of all, many of the leaders lacked the far-sightedness needed to compliment the sorely earned trade-union solidarity.

They failed to realize how greatly World War II had altered distribution systems in the United States. The chain concept had come to business. No affiliate could any longer survive as an island in the Teamster movement. Trucking companies were spreading webs of terminals to faraway points. The same thing was happening in warehousing. Construction firms were dispatching highly mobile crews long distances to huge jobs.

In turn, the International Brotherhood of Teamsters was changing its organizational structure to keep pace with the postwar developments. The Teamsters Highway Drivers Council was formed, for example, to parallel motor carrier movement.

General President Tobin, literally unwelcome in the Bay Area, was dedicated to unification of the International Union in practice. Therefore, in 1947 he assigned Einar Mohn to move into San Francisco, set up an office, "and make 'em part of the family again."

The San Francisco joint council flashed a telegram to Tobin immediately, telling him they resented Mohn's pending arrival and would not cooperate with him or work with him in any way.

So Einar came into town a pariah.

He visited the joint council and was introduced to people as a matter of courtesy. He was not encouraged to return. Mohn decided it would be useless to make any more such visits.

One thing, Einar thought grimly, these Teamsters have their own contracts, their own turf—and they aren't going to be impressed by names in a hat.

"The first year we had our office going," he said recently, "we didn't have much business."

* * *

NEXT—Part 3: Einar Mohn catches the wind with a net and gets the reward of still greater responsibility.

MUCH WORK LIES AHEAD FOR THE 97th CONGRESS

TIMES are not good for working men and women. And if Congress has anything to do about it, they may get a lot worse.

The tides seemingly have been favoring big business, union-busters and the vested interests for many months now as the 97th Congress tried to come to terms with President Reagan's proposals for an economic recovery plan and a tax cut package.

In the budget-cutting process, many accommodations have been made, many of them not in workers' best interests.

Among the cuts can be found changes that will reduce unemployment compensation insurance by some three billion dollars by 1984. Cuts in Medicare and Medicaid will, by 1984, amount to seven billion dollars. For fiscal 1982—October 1, 1982 to September 30, 1983—highway safety spending will be cut by $320 million. And more cuts, some $13 billion to be exact, proposed September 24 by the Administration, have yet to be made. Undoubtedly, though, they will be hardest felt by those on the lower end of the income ladder than by anybody else if Congress continues swinging the budget axe the way it has recently.

These actions, as IBT Legislative Director David Sweeney has noted, "probably will have a greater impact on our lives over the next three years than all other legislation to be considered in this period put together."

The union is taking a wait-and-see attitude on cuts made so far, but is closely monitoring the additional cuts being contemplated. The IBT plans to ensure that a budget-slashing Congress doesn't eliminate any programs vital to the needs of working men and women in the process.

Despite all the political in-fighting going on over on the Hill, there are a whole array of specific legislative issues the union is keeping an eye on, since these areas are of special concern to our membership.

Undoubtedly, after Congress has finished its final budget reconciliation proposals, it will begin turning its attention to some of these measures and the union intends to be ready.

Hobbs' Act—S.613

The amendment of federal extortion law, the Hobbs' Act, to apply to conduct during a legitimate labor dispute will become a priority issue in the next few months. S.613 in the Senate, and a companion bill, H.R.450, in the House will overturn the Supreme Court decision in *U.S. v Enmons* and allow federal extortion prosecution for any threat or act of violence or property damage during a labor dispute for legitimate collective bargaining objectives.

The penalty scheme of S.613 is severe:

- If death results, an automatic fine of $250,000 or up to life imprisonment.
- If bodily injury results or property damage exceeds $100,000, automatic fine of $250,000 or up to 20 years imprisonment, or both.
- In all other cases, a fine of $100,000 or up to ten years imprisonment, or both.

If the Hobbs' Act is amended by S.613, the consequences for labor relations woud be devastating. First, the law enforcement authorities of the federal government could be responsible for conduct during every labor dispute. Secondly, as minor assaults under state law could be transformed into major federal felonies, workers would be subject to the jail terms described if any kind of confrontation with employers occurs. That knowledge on the part of the workers would greatly limit the possibility of an effective strike.

S.613 is scheduled for hearings before the Senate Judiciary Committee Subcommittee on Criminal Justice on November 4, 1981. Currently, no action is yet scheduled in the House.

Anti-union groups such as the National Right-to-Work Committee are readying a big push to get these amendments enacted. The Teamsters and others in organized labor have begun their own counteroffensive, using ads such as the one here, to graphically tell the American people just how this legislation will deprive organized workers of their rights.

We want Americans to know S.613 would set stiffer penalties for workers than for employers and their strikebreakers during a strike, would encourage picket line violence by employers and scabs and would undermine each worker's right to picket for better wages and working conditions.

Davis-Bacon Act

Although a number of bills have been introduced in both houses to completely repeal the Davis-Bacon Act, the fight thus far has centered on a military construction bill in the Senate, S.1408. The Senate Armed Services Committee bill specifically excluded all projects under the bill

(worth about eight billion dollars) from Davis-Bacon coverage. Floor debate in the Senate on S.1408 has been postponed in the face of a filibuster threat from opponents of the bill, but it could come up at any time. When the bill does reach the Senate floor, an amendment will be offered by Senator Henry Jackson (D-WA) to restore Davis-Bacon coverage and the vote is expected to be close. If the Jackson amendment fails, a full filibuster is ready to be launched by approximately 18 Senators.

In addition to the legislative action on Davis-Bacon, the Department of Labor has proposed new regulations in the application of the Act. The most significant changes in the proposed regulations involve:

- The elimination of the 30 percent rule in determining the prevailing wage (changed to "average" wage where less than 50 percent of the workers in a classification in an area are paid the same wage rate);
- Prohibition of the use of wage survey data obtained from a metropolitan area in issuing a wage determination for a rural area;
- Elimination of the requirements that contractors submit weekly payroll reports to appropriate federal contracting agencies (contractors will instead be required to submit a weekly certified statement of compliance), and
- Recognition of helper classifications and their inclusion in wage determinations.

The International has submitted comments to the Department of Labor in opposition to the proposed changes.

Finally, it is our understanding that Senator Nickles intends to have these regulations made a permanent part of the law, thereby making modifications virtually impossible.

Service Contract Act

As of October 1, 1981 no bill had been introduced in the 97th Congress dealing with this most important prevailing wage legislation, but Congressman Philip Burton (D-CA) is considering holding oversight hearings on the non-enforcement of this most important law. In addition the Department of Labor is proposing to limit the coverage of the law by proposing the following administrative changes:

(1) Limit the prevaling wage protections to contracts that are "principally for services"—a redefinition that could strip protection from about half the workers now covered under the law's application covered by contracts that contain substantial portions of service work.

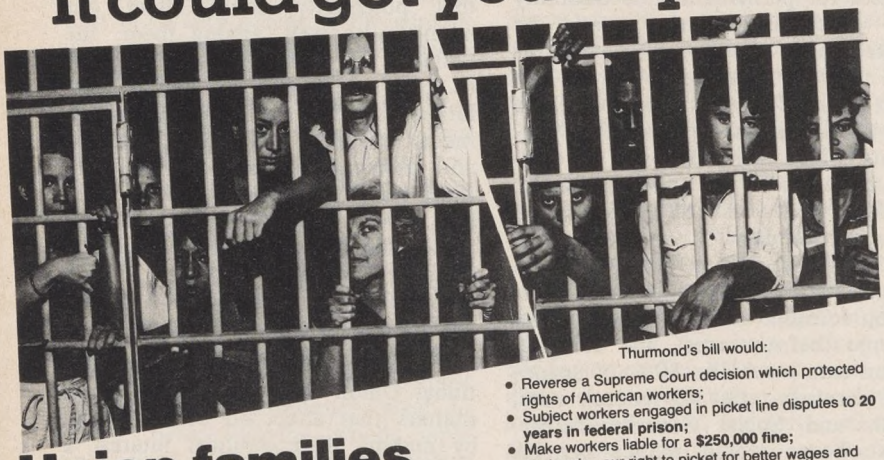
(2) Implement a "two-stage bidding" practice that would permit the Labor Department to base wage determinations for some service contracts on scales from the lowest-paid areas of the country, thus undercutting the ability of contractors in areas with higher standards to compete.

(3) Permit "reconfiguration" of contracts so as to undermine the successorship provisions of the law. The law now requires that, when a government contract is relet, the wages and benefits negotiated with the previous contractor must be considered the prevailing standards. The Administration's proposals could allow minor rewriting of the contract terms so that it could be labelled "new work".

The Administration is also considering exempting whole classes of service contracts and industries including automated data processing and other "high technology" services, overhaul and modification, services

(Continued on next page)

SELF DEFENSE
It could get you 20 years.



Union families have rights, too. Tell Congress to defeat S.613.

Employers or hired strikebreakers who start a picket line dispute are now liable to get only 30 days in a local jail under present law. The same penalty now applies to strikers and picketers.

If anti-labor forces have their way, defending yourself from harassment on the picket line could get you 20 years in a federal penitentiary. Employers or their scabs would still be subject only to less severe local penalties.

That's the plan under S.613, a blatantly anti-worker piece of legislation sponsored by Republican Senator Strom Thurmond of South Carolina.

Thurmond's bill would:

- Reverse a Supreme Court decision which protected rights of American workers;
- Subject workers engaged in picket line disputes to **20 years in federal prison;**
- Make workers liable for a **$250,000 fine;**
- Undermine our right to picket for better wages and working conditions;
- Promote **anti-union violence** (Penalties for employers or their hired thugs who harass picketers would be much lighter than for picketers who fight back to defend themselves.)

Workers Must Fight Back—Now

Already anti-labor and big business groups are going all out to pass the bill.

It's time to fight back. We need to let Congress know that we won't put up with unequal treatment under the law.

No one in the labor movement encourages threats or violence *by* **anybody** on a picket line. We don't condone it and never will.

Strom Thurmond's bill **will** encourage it, as a strike-breaking tactic, unless we stop the union-busters now.

The way to act is to return the coupon below. It will let us know that you are ready to help.

Count me in!

I want to join the fight against the unfair provisions of Strom Thurmond's anti-labor bill—the bill which:

- Sets stiffer penalties for workers than for employers and their strikebreakers;
- Encourages picket line violence by employers and scabs;
- Undermines my right to picket for better wages and working conditions.

Let me know right away what I can do to help defeat this anti-worker legislation.

Name _____

Address _____

_____

Union _____ Local _____

Mail coupon to the union's address shown in the front of this publication.

associated with timber sales and removal, and research and development.

Territorial Franchising in the Beer Industry

Last year, the Congress adopted a law which permits territorial franchising in the soft drink industry. Without such a law, large bottlers would have invaded their smaller competitiors' areas and destroyed them. More importantly, many of our members would have lost their jobs. Our effort was very important in securing passage of this legislation.

We are now facing a similar problem in beer distribution. Some wholesalers are selling beer outside their traditional territories; delivering it to customers in these other areas; and local distributors—and their workers—are losing this business.

Congressman Jack Brooks (D-TX) and Senators William Proxmire (D-WI) and Robert Kasten (R-WI) have introduced bills, H.R.3269 and S.1215 which would permit territorial franchising in the beer industry. With the Brewery and Soft Drink Workers Conference and industry representatives, we have been able to secure over 125 cosponsors of this bill in the House of Representatives and 25 Senators. There may be hearings on the bill later this year in the Senate Judiciary Committee, but no action is expected in the House Committee.

Airline Deregulation

On July 16, William Genoese, secretary-treasurer of Local 732, testified before the House Subcommittee on Aviation to present our views opposing further deregulation of the airline industry.

In summary, the testimony demonstrated that deregulation has caused severe unemployment among union workers in this industry; has encouraged the entrance of non-union carriers into this business; and has harmed the traveling public both in terms of price increases and convenience.

We recommended that: (1) a law be passed to make carriers provide fair wages and equitable working conditions as a prerequisite for obtaining operating authority; (2) the preferential hiring and income maintenance provisions of the existing law should be implemented immediately; and (3) meaningful labor protective provisions be adopted in the event of airline mergers.

Longshoremen's and Harbor Workers' Act

The Senate Labor and Human Resources Committee was scheduled to mark-up legislation amending the Longshoremen's and Harbor Workers' Act on October 28, 1981. Although a bill sponsored by Senators Nickles (R-OK) and Nunn (D-GA), S.1182, is the only legislation before the Committee, the proposals of the Administration, recently presented before the Committee are probably of greater importance.

The Administration proposes the following major changes:

(1) Coverage—Coverage would be returned to the pre-1972 standard of the water's edge. Only work-related injuries that occur over the water and that are not covered by a state workers' compensation program will be under the Longshoremen's Act. S.1182 proposes a similar limitation.

(2) Benefit Increases—Benefit increases for permanent total disability and death beneficiaries would be limited to an absolute six percent of the national average weekly wage each year. Under existing law there are no limitations on annual adjustments which coincide with percentage increases in the national average weekly wage. S.1182 proposes a three percent cap.

(3) Compensation Rate Formula —Instead of the traditional compensation formula of two-thirds of gross income (before taxes), the compensation rate would be 80% of spendable earnings (after all federal, state, local, and Social Security taxes). This change would reduce benefits for most workers. S.1182 contains an identical provision.

(4) Choice of Physician—Workers now have free choice of physician. The Administration proposes that this choice be maintained, except that if the employer objects to the choice, the Deputy Commissioner under the program would make the decision as to the treating physician. When the injury is so severe that the worker is unable to choose, the employer would make the initial selection until the employee is able to make the choice. S.1182 would restrict the choice by requiring that injured workers seek treatment from a list of physicians approved by the Deputy Commissioner from a list submitted to him by covered employers.

Both S.1182 and the Administration propose to repeal the section that bars any physician from making an independent examination of the claimant if the physician had provided medical services to an insurance carrier or self-insurer during the previous two years.

For our purposes, the Longshoremen's and Harbor Workers' Act applies to members employed at port authorities and private employees in the District of Columbia (although the District of Columbia is encouraged to develop its own compensation system by the Administration). Perhaps of greater overall importance, however, are the possible repercussions for state worker's compensation programs from any weakening of the Longshoremen's Act. The Act is commonly regarded as one of the best worker's compensation programs in existence. Any weakening of the Longshoremen's Act will serve as a precedent for similar state action on state workers' compensation programs.

The Teamsters' Legislative Department has been actively monitoring a number of other pieces of legislation that potentially could affect our members as well, among them: the Criminal Code Reform Act of 1981 (S.1630); uniform truck length legislation (similar to S.1402); amendments affecting OSHA and ERISA; and a legislative proposal to help bring interest rates back in line (S.J. Res. 104). Teamsters will be kept posted as this legislation proceeds through Congress.

Members Can Help

Teamsters can help their International Union exert political clout on matters that affect all of us simply by making their political interest a full-time thing, without regard to which issue is before Congress at that instant.

The Union's DRIVE organization is a good place to start. Have you signed your DRIVE dues checkoff or sent in your voluntary donation to become a member of the union's political action program? It's one way to make your voice heard.

The other is by registering to vote. Knowing that you are a registered voter means you will be heard when you address your legislator on any issue, yet only about 50 percent of all Americans are registered. Even though today it's easier to do than ever.

We can make our voices heard on Capitol Hill. Labor has rights, too, and together, we can see that working men and women receive the respect they are due from the Congressmen and Senators we help put in place to represent us.



KEEP THOSE HOMEFIRES BURNING!

A Consumer Feature for Teamsters

AH, AUTUMN—one of the best times of the year, with its cool, crisp days and chilly, frost-tinged nights. And is there any better way to stave off those pre-winter nips in the air than with a crackling, toasty fire burning brightly in the hearth?

Just the sights and sounds of those first fall fires are enough to coax most of us into accepting the wintery cold months ahead and leaving summer behind without regret.

But for fans of the fireplace (or wood-burning stove) as the days get cooler, there are a few things you need to know as you set out to stock up on firewood.

Where can I get good firewood? How is it sold? What safety measures should be followed when burning firewood? What advantages do different types of wood have? Those are just a few of the questions most first-time wood purchasers need to answer before buying wood, especially if they plan to make greater use of their home fireplaces this winter as an energy-saving device.

A fireplace supplies radiant energy that can bring quick comfort to a cold room. In the fall or spring, a fire will dispel early morning and evening chills more economically than a large heating system, since less fuel is consumed and a large volume of heat is quickly produced. There are few things better than sitting by a warm fire on a chilly night. Should a storm or power failure interrupt your usually reliable sources of heating and cooking, it's nice to know, too, that a fireplace is available for emergency use.

A fireplace, however, is *not* the most efficient means of producing heat for the home. An open fireplace draws large quantities of warm air from the home, which is replaced by cold outside air.

That is why modern woodburning stoves which usually have automatic draft controls have become more popular with our recent cold winters and high energy costs. They are more efficient since they draw smaller quantities of air and are easier to keep supplied with wood.

Using wood for your fires is energy-efficient for other reasons, too. Since wood has a low ash content, it burns cleanly, leaving only a minimum of waste. The ash that does remain can even be used for gardening; applied to the soil, it's a valuable fertilizer.

It also is a renewable resource, as opposed to coal, oil and gas, which once used cannot be replaced.

The wood you use in your fireplace might very well be unusable in any other way. By burning it in your fireplace, you can help reduce the burdensome piles of wood waste riddling our woodlands, urban dumps and around wood industries. Generally speaking, a standard cord of air dry, dense hardwood weighs approximately two tons and provides as much heat as one ton of coal, or 150-175 gallons of No. 2 fuel oil, or 24,000 cubic feet of natural gas.

WHERE TO GET FIREWOOD

Firewood is available from a number of sources, although a lot of us may prefer to contract with a firm to deliver us a supply of wood as needed.

But by exploring a few more energetic options, you can often find wood that is free, if you're willing to cut and/or haul it yourself.

Your local State forestry office or parks department is one source of wood supplies. Most woods have trees that are considered undesirable. These include trees that are poorly formed, diseased, of little use or weed species—like pin cherry—and genetically inferior individuals.

All such trees pose problems for a forest manager. They occupy valuable growing space, which thrifty young trees might well use for continuing development. When diseased, these trees pose a hazard to nearby healthy trees. The forestry office usually can identify less thrifty trees that should be removed. Be sure to get permission, however, before you cut or remove trees from property other than your own.

Logs of elm trees killed by Dutch elm disease can be burned as firewood. These elm logs should be used the first winter or before the spring following the tree's death. This prevents the disease-carrying beetles from emerging and infecting healthy elms. If you can't burn all the dead elm wood, before spring, you should remove and burn the bark so that the larvae and eggs beneath this bark are destroyed.

You can also get fireplace wood from dumps and landfills. Since many local ordinances forbid open burning, the quantity of dead, discarded trees keeps mounting unnecessarily on these lands which are sorely needed for the disposal of other solid wastes. As much as 30 percent of the debris of some town and city dumps consists of reusable wood fibers, including the logs, limbs and tops of trees toppled by storms.

Fireplace wood is also available as industrial wood scraps. Sawmills accumulate scrap materials such as slabs, trim and edgings in their millyards. Lumber companies often offer these materials as firewood at minimal cost, since this use will alleviate hauling and burning problems for them. Power companies might also offer the logs, limbs and tree tops that result from their powerline maintenance efforts.

Firewood may be available from the National Forests. Check with

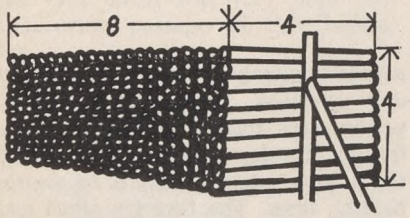
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KEEP THOSE HOMEFIRES BURNING (Continued)

your nearest Forest Service District Ranger for more detailed information. State Foresters, county Extension Agents, and county and city foresters can also provide information on local sources of firewood.

BUYING FIREWOOD

The most common measure of firewood volume is the cord. A standard cord can be described as a well-stacked pile of logs, 4 by 4 by 8 feet.



Since few people burn wood in 4 or 8 foot lengths, most sales are a "face cord"—that is, a 4 by 8 foot face, cut into desired lengths. A "face cord" of 16-inch-long pieces is really one third of a standard cord.

To determine the volume of firewood in cords, the wood must be first properly stacked (see fig. 1). Then, measure the dimensions of the stack in feet. Multiply the width by the height by the length to obtain the total cubic feet. Then divide this figure by 128, which is the number of cubic feet of wood in a standard cord. For example, if you purchase firewood in 16-inch (1.33-foot) lengths and find that after you stack it tightly, it forms a pile 4 feet high and 8 feet long, you have one-third of a cord: $1.33 \times 4 \times 8$ feet $= 42.6$ cubic feet; this, divided by 128 $=$ .333 cord.

In some parts of the country firewood is more commonly sold by the ton. A ton of air-dry, dense hardwood (such as oak, hickory, maple) is equal to approximately one-half of a cord. If you buy your wood by weight instead of volume, look for the driest wood. Don't pay for extra water.

Logs are sold in different lengths and thicknesses. The sizes you buy should depend on the size of your fireplace and the amount of time you want to take to get your fire going. Purchase logs that will fit when laid across your grate. Logs too large to burn readily may be split. Extra heavy logs may be split to more manageable size. Short lengths are generally easier to split than longer logs; straight-grained knot-free wood is easier than crooked-grain. Green or wet wood splits more readily than seasoned wood and softwoods usually split more readily than hardwoods. Elm, blackgum, and locust are so difficult to split that they are rarely used as kindling. When kindling is needed, short lengths of straight-grained cottonwood, aspen, fir and pine will split readily and prove most satisfactory. Small twigs and branches found in your yard and wood wastes found around sawmills also are good as they often do not have to be split and dried. When you buy wood request a mixture of wood species and diameter sizes. Although the wood should be generally sound, don't worry about small pockets of rotten wood you may find in the logs.

Most wood species will not burn if freshly cut, so the wood you purchase should be reasonably dry, or "seasoned." The surest way of having dry wood is to purchase it several months prior to using it. Splitting logs hastens drying. Split logs or small round logs should be stacked outside under a roof for 6-10 months before burning.

Gathering firewood and cutting and splitting it to the proper size can be a most enjoyable pastime for the entire family. For a number of people such healthy outdoor exercise as sawing and splitting wood is part of the fun of having a fireplace.

WHICH WOODS BURN BEST?

Choosing a kind of firewood to burn in your fireplace is much like selecting a favorite wine or cheese, since each wood species can offer something different in aroma or heat value. The fuelwood connoisseur will want to choose his wood carefully and weigh his needs and tastes before building his fire.

Softwoods, like pine, spruce and fir, are easy to ignite because they are resinous. They burn rapidly with a hot flame. However, since a fire built entirely of softwoods burns out quickly, it requires frequent attention and replenishment. This characteristic of softwoods can be a boon if you want a quick warming fire or a short fire that will burn out before you go to bed or before you step out for the evening.

For a long lasting fire it is best to use the heavier hardwoods such as ash, beech, birch, maple and oak. These hardwood species burn less vigorously than softwoods and with a shorter flame. Oak gives the most uniform and shortest flame and produces steady, glowing coals. When you have several oak logs burning in your grate, you can settle back for a steady show of flame.

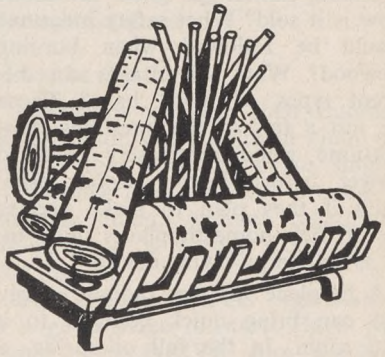
Aroma is best derived from the woods of fruit trees, such as apple and cherry, and nut trees, such as beech, hickory and pecan. Their smoke generally resembles the fragrance of the tree's fruit. Wood from fruit and nut trees often sells for more per cord than wood with greater heating values, but they are generally steady producers of flame.

By mixing softwoods with hardwoods you can achieve an easily ignited and long-lasting fire. Later, by adding some fruit or nut woods, you will capture the nostalgic wood smoke aroma as well.

The heat that a fireplace log produces depends on the concentration of woody material, resin, water and ash. Since woods are of different compositions, they ignite at different temperatures and give off different heat values; therefore, it is beneficial to mix light and heavy woods to achieve the ideal fire.

BUILDING A BETTER FIRE

There are many ways of building a fire. The basic principle to be aware of is that you set a match to easily ignitable tinder, which in turn ignites the kindling, which in turn ignites the larger firewood. The following method has proved highly successful.



Place two logs on the iron grate or fire basket and lay the tinder between them (see fig. 2). Dry scrap paper may be more readily available than the classical tinders such as hemlock twigs and cedar or birch bark. Next, place above this a small handful of dry twigs or split softwood kindling. Then place small, dry logs over this base. A tepee formation of kindling and small branch wood will ease your fire through early combustion stages until the logs are aglow. Place these logs close. The narrow air spaces between them promote better drafts. The heat reflected between adjacent surfaces aids in raising and maintaining combustion temperatures.

Generally, no more than four logs



are needed to make a good fire. Adjust the logs and maintain the flames by pushing the ends into the flame from time to time. Add kindling and new logs as needed to rekindle a dying glow. Rake coals toward the front of the grate before adding new logs. Add new logs at the rear of the fireplace; there they will reflect light and heat into the room.

Ashes should only be left to accumulate within an inch or two at the bottom of the grate. A greater accumulation can ruin andirons and block the flow of air to the fire. The ashes under the grate are important for they form a bed for the glowing coals that drop through the grate. They concentrate heat and direct drafts of air up to the base of the fire. By covering the burning logs these excess ashes then can be used to check a flaming fire. A fire "banked" with ashes this way will hold glowing coals for 8/10 hours, making it easier to rekindle the flames.

MAKING SURE IT'S SAFE

To build a safe fire, first make sure the room is well ventilated, the damper open, and the flue unobstructed before lighting your wood. Poor ventilation will cause the fireplace to smoke. Avoid burning wet or green wood. Place a screen in front of your grate to catch any sparks that fly. Keep a fire extinguisher handy. Keep other combustibles at a distance. Never use flammable liquids indoors to light your fire.

Dry wood when burnt with abundant oxygen produces cargon dioxide, water, and a small amount of residual ash—all of which are easily recycled by green plants. Burning green or wet or lightly resinous wood results in increased production of wood tars and several associated "smoke" products. These tars and the wood extracts may coat the chimney flue and could result in a chimney fire if ignited.

Some modern homes, especially those with electric heating are constructed so air-tight that an air vent may have to be installed, or a window opened slightly. When wood or charcoal is burned without sufficient oxygen, some carbon monoxide will be released.

Franklin stoves or glass fireplace doors offer a possible means of further reducing the amount of smoke that escapes into the room. If, however, the chief reason for poor fireplace performance is faulty construction, the only safe solution is proper rebuilding.

When softwoods are used in the fire building, brief, vigorous fires result without a bed of long-lasting coals. Within a short time, when any unburned fuels have been pushed to the rear of the grate and the fireplace opening is covered with a fine mesh screen, a softwood fire can be presumed safe enough to leave unattended.

Some resinous woods are best used as stove woods or only with caution in the fireplace. Hemlock, larch, spruce and juniper all contain moisture pockets in the wood. Upon heating, trapped gases and water vapor build pressure in these pockets and "pop" with great vigor. This is another reason for reducing moisture content as much as possible before burning any firewood.

With the proper size and kinds of firewood and a little practice at laying up the fire, you can enjoy the warmth and beauty of your fireplace all winter long. Sit back and relax, "while the blazing logs bring back the glow of summer suns of long ago."

WHICH WOOD IS BEST FOR YOU

The table below shows the relative ratings of a variety of dried woods.

HARDWOOD TREES	Relative amount of heat	Easy to burn	Easy to split	Does it have heavy smoke?	Does it pop or throw sparks?	General rating and remarks
Ash, red oak, white oak, beech, birch, hickory, hard maple, pecan, dogwood.	High	Yes	Yes	No	No	Excellent.
Soft maple, cherry, walnut	Medium	Yes	Yes	No	No	Good.
Elm, sycamore, gum	Medium	Medium	No	Medium	No	Fair—contains too much water when green.
Aspen, basswood, cottonwood, yellow-poplar	Low	Yes	Yes	Medium	No	Fair—but good for kindling.
SOFTWOOD TREES						
Southern yellow pine, Douglas-fir	High	Yes	Yes	Yes	No	Good but smoky.
Cypress, redwood	Medium	Medium	Yes	Medium	No	Fair.
White-cedar, western red-cedar eastern red-cedar	Medium	Yes	Yes	Medium	Yes	Good—excellent for kindling.
Eastern white pine, western white pine, sugar pine, ponderosa pine, true firs	Low	Medium	Yes	Medium	No	Fair—good kindling.
Tamarack, larch	Medium	Yes	Yes	Medium	Yes	Fair.
Spruce	Low	Yes	Yes	Medium	Yes	Poor—but good for kindling.

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

TEAMSTERS TESTIFY ON TRUCK LENGTHS

HEAVY truck size is back in the news in Washington with the Senate introduction of a bill setting federal standards in this always controversial area.

The Senate Commerce Committee held hearings on the bill, S.1402, late last month. The witness list was a roll call of trucking interest groups, each with a slightly different perspective on this complex, often confusing issue.

The Teamsters Union was second to testify. The statement of General President Roy L. Williams was presented by IBT Safety and Health Director R. V. Durham, accompanied by his assistant, Warren J. Rheaume, and Bartley O'Hara, legislative counsel.

Durham began by voicing qualified support for S.1402, saying, "With some modifications the bill will correct a number of problems for the truck driver and the motoring public sharing the highway with the professional driver."

As Durham continued, he described the problems with existing truck size law. Each state sets its own limits, he said, and many states only set overall maximum lengths, so-called "bumper to bumper" limits.

As a consequence, Durham told the Senators, when the cargo unit is expanded to carry more freight, the tractor is shortened. This results, said Durham, in inadequate cab space, steering and handling problems, and substandard ride quality, to name only a few of the problems.

With the problem laid out, Durham turned to the solution. Addressing Commerce Committee Chairman Bob Packwood (R.-Or.), Durham stated, "In our opinion, the problem, Mr. Chairman, can be corrected in one of two ways. That is, either leave the power unit out of the equation and set length limits on the cargo unit only or, if length limits are to be established, then set aside a certain amount of space (for the tractor). We submit that 15 feet is an adequate space.



Above, the committee listens to Teamster testimony.



At right, IBT Safety and Health Director R. V. Durham presents the union's case as IBT Legislative Counsel Bartley O'Hara (left) and Durham's assistant, Warren Rheaume (right) listen.

Later, in the question-and-answer period of the testimony, a common misconception of the Teamster position surfaced. Senator Robert Kasten, Jr. (R-Wis.) posed the question, "Are there any trucks that are now being maunfactured . . . that would be precluded from being used if your 15-foot limit was established?" Opponents of the IBT position often suggest that if adopted, carriers will be forced to use one certain type of equipment.

Durham bluntly answered the question. "It would not take any truck off the highway," he stated. "We are simply trying to support some legislation that would allow sufficient space for the trucks to be built better. It would not remove any piece of equipment that I am aware of today.

Later, the sponsor of the bill, Senator Howard Cannon (D-Nev.) quizzed Durham on the effects of his bill on Teamster members. Cannon's questions echoed the statement he made on the Senate floor when he introduced S.1402: "I am committed to the concept of setting aside sufficient space for a reasonable separation between the trailer and the cab, as well as sufficient room for the cab itself."

The committee has not taken action on the bill. It is anticipated that the measure will be altered significantly before reaching the Senate floor.

TEAMSTERS OPPOSE NIOSH MOVE

IN action prompted in part by Teamster pressure, the House of Representatives has blocked an effort by the Department of Health and Human Services (HHS) to move OSHA's research arm, the National Institute for Occupational Safety and Health (NIOSH), from a suburb of Washington, D. C., to Atlanta, Georgia.

Earlier this year, HHS had proposed to move NIOSH to Atlanta in the name of "efficiency," claiming that NIOSH would be more effective in helping to protect workers if it were closely associated with the Center for Disease Control, based in Atlanta.

Shortly after the proposed move was made public, Congressman Joseph M. Gaydos (D-Pa.), chairman of the House Committee on Education and Labor subcommittee on health and safety conducted hearings on the issue. Much of the testimony offered at that hearing suggested that the decision to move NIOSH was made for political reasons without full consideration of its effects on the agency.

In a letter to Chairman Gaydos, (which was to become part of the hearing record) IBT Safety and Health Director R. V. Durham and Legislative Director David A. Sweeney bluntly stated the Teamster position:

> "A move away from the Washington metropolitan area would make meaningful, timely consultation between NIOSH and the Secretary of Labor and other Federal agencies considerably more difficult and less effective."

Similar letters were sent to all members of the committee.

It appeared that NIOSH was bound for Atlanta, until the House Appropriations Committee reported the HHS funding bill for fiscal year 1982 last month. That measure, which was later approved by the entire House, denies HHS the funds it requested to move NIOSH. While the matter is still somewhat unsettled in Washington, it appears that, in conjunction with Senate language, HHS is now barred from moving NIOSH until at least 1983.

Since the creation of NIOSH and OSHA 11 years ago, the two agencies have worked closely to develop many of the worker protection regulations in force today. That cooperation was greatly enhanced by the location of the agencies' offices, OSHA in Washington, D. C., and NIOSH in nearby Rockville, Maryland.

EDB STATUS REPORT

AS reported in last month's *International Teamster,* the IBT has petitioned OSHA for an Emergency Temporary Standard on *Ethylene Dibromide,* the fumigant used to kill the Mediterranean fruit fly and other insect pests in harvested fruit. In the meantime, General President Roy L. Williams has instructed Teamster workers not to handle EDB or fruit treated with it until it is proven safe to do so.

Since that filing, the controversy surrounding EDB has increased. California has elected to limit worker exposure to 130 parts per billion, less than one percent of the Federal standard of 20,000 parts per billion. California also has sent a telegram to Washington, urging OSHA to act on the Teamster petition.

In response to Teamster pressure, OSHA has sent 20 industrial hygienists into Texas, Florida, California and Hawaii, the states where the chemical is being used. The industrial hygienists are conducting a one month sampling program to determine the location, frequency and level of EDB exposure throughout its use cycle.

Mark D. Cowan, deputy assistant secretary for OSHA, stated, "We know (the Federal EDB) standard is not strict enough, and we're looking to make the standard much stronger. We consider EDB dangerous enough to commit these employees to a 30-day field study and to put our lab to full use."

In separate but related action, the chief hazards evaluation scientist within the Environmental Protection Agency contacted the *Washington Post* and called EDB "probably the most potent and carcinogenic substance used as a pesticide today." The scientist, Dr. M. Adrian Gross, went on to say "(a)ccepted scientific studies . . . clearly show that 80 to 90 percent of the test animals contracted cancer after low-level exposures to EDB, and after a very short time."

Some major supermarket chains have refused to purchase EDB treated fruit, partially due to fear of adverse consumer reaction.

Until OSHA acts, workers must rely on contractual provisions and their local unions to protect themselves. The International will continue its efforts to protect *all* workers from this hazard.

RULE MAKING DROPPED

THE Federal Highway Administration (FHWA) has decided to put an end to its lengthy rulemaking proceeding on hours of service for interstate truck drivers.

The rulemaking, which has been under way for nearly six years, was intended to investigate all aspects of the hours of service system, with an eye toward reducing allowable driving hours. FHWA said it based the decision to drop the rulemaking on "the absence of evidence of a direct relationship between hours of service and a significant reduction of accidents and on the economic impact of the proposed options on motor carrier operations and the nation's distribution system."

FHWA received more than 1,200 comments on the rule, and conducted seven hearings in various parts of the country in 1978. Teamster representatives appeared at every one of those hearings, explaining how the proposals would affect their members.

The thrust of Teamster commentary during the rulemaking was that driver fatigue is a major cause of highway accidents. The IBT and the participating locals and joint councils did not advocate a reduction in the hours of service, as such a reduction would reduce a driver's pay without a proven positive safety effect.

However, in an effort to reduce driver fatigue, Teamsters advocated a limitation on duty tours of 15 consecutive hours; a requirement providing a minimum of 12 hours off duty at a home terminal and 8 hours off duty at a destination terminal; and a system of fixed notification times for starting work. FHWA, in closing out this rulemaking, failed to address those Teamster issues.

IBT Safety and Health Director R. V. Durham said of the dropped rulemaking:

> "We are pleased that drivers' paychecks won't feel the brunt of a reduction in hours. However, after literally hundreds of Teamster comments and thousands of hours of Teamster work, we feel that FHWA could have done a lot more in fighting driver fatigue. We plan to continue to push forward in the area, in separate rulemaking petitions."

ACTIVE IBT LOCALS

NEW YORK, NEW YORK

Chemical Workers Rescued by Local 810

When the workers at Hooker Chemical Company's Hicksville, L.I., plant came to Teamster Local 810, their wages and conditions were below area standards, they had been locked out of their jobs and other unions shied away from taking on one of the nation's biggest industrial giants.

Today, those new Teamsters are back at work with a Local 810 contract they enthusiastically endorsed, and have one of the best chemical industry contracts in the area.

The Hooker workers' saga began after the company locked out its production employees for turning down a contract negotiated by the Amalgamated Service Industries Joint Board because it did not address itself to health and safety issues and fell short of workers' demands on wages and conditions.

Health and safety was a key issue, workers say, since the plant produces polyesters and resins in a reactor process that involves objectionable fumes and high temperatures. Workers claim they handle unmarked toxic chemicals.

"We want adequate instructions on the handling of each chemical in the event of accidental spillage. We want adequate health and safety consideration on a continuing basis and regular periodic meetings with management on health and safety matters," explained one worker shortly after the group approached the Teamsters.

Acting on their bid for representation, Local 810 President Dennis M. Silverman immediately filed representation petitions with the Labor Board and other government agencies. Then, aware of the time-consuming delays such processes entail, he set out intent on getting an early settlement. To this end, union organizers and delegates were dispatched to the Hooker plant, community and news media support was enlisted, and the company was invited to sit down with the union to negotiate satisfactory terms and conditions.

In a show of support for the locked-out workers, local residents, representatives from the Citizen's Alliance and local candidates for elected office in neighboring towns joined the picket lines and conducted mass press conferences with reporters from metropolitan and local newspapers and radio and TV newsmen.

"This is a union that came on strong," one of the strikers said. "It pulled no punches. We were surprised to see the kind of support we got from other Teamster locals. Local 810 even brought in a representative from the IBT's International office to assist with the strike. That's going all-out."

Before it was all over, the negotiating team, headed by Silverman—assisted by Local 810 Vice President Max G. Sanchez, Delegate Tom Auld, President Emeritus Milton Silverman and Union Attorney Robert M. Ziskin—had, during negotiations that culminated in a two-day, nonstop, marathon bargaining session, managed to attain for the new Local 810 members tremendous wage increases, dental plan coverage, improved vacations, improvements in health and hospital care—in all, 14 improvements in wages and conditions, including creation of the all-important employee-management safety and health committee.

"We are proud to be associated with a group of workers like the Hooker employees," President Silverman said after workers voted to accept the new pact, "and we are also justifiably proud of the contract we won for them."

Here some of the 50-member bargaining unit assemble outside the Hooker Chemical Company plant in Hicksville, N.Y., after the Teamster Local 810 settlement.



Teamster Local Lauds Six Young Scholars

Teamster Local 170 of Worcester, Mass., recently hosted its annual scholarship dinner-dance, at which scholarships valued at some $6,700.00 were awarded to six members' youngsters.

Awards were presented to:

- Kirsten Storm, daughter of Mr. and Mrs. Glenn Storm, who received a $2,000 grant to attend Worcester Polytechnic Institute.
- William F. Rice, son of Mr. and Mrs. William P. Rice, who will use his $1,500 award to attend University of Hartford College of Engineering.
- Mark S. Starkey, son of Mr. and Mrs. Donald Starkey, who is using his $1,200 scholarship to attend the University of New Hampshire.
- Carolyn A. Jaeger, daughter of Mr. and Mrs. Gilbert Jaeger, who received an $800 award and is attending Wheaton College in Norton, Mass.
- Paula Keegan, daughter of Mr. and Mrs. Paul Keegan, who received an $800 grant to attend Bentley College, in Waltham, Mass., and
- Colleen Ledoux, daughter of Mr. and Mrs. Adrian Ledoux, who will be using her $400 stipend to attend Worcester City Hospital School of Nursing and Worcester State College.

Also honored for his long and dedicated service to the Teamsters Union at the dinner was veteran member Patrick Gabriella, a charter member and past vice president of the Massachusetts local union.



MOUNT VERNON, NEW YORK

Teamster Local Grants First Scholarships

As their proud parents look on, Paul Marshall and Auralee Ferris display $500 checks awarded them as the first winners of Teamster Local 338's new scholarship awards program. Recipients were selected from among the children of active, retired or deceased Local 338 members by Ms. Marilyn Menack, acting associate dean of Westchester Community College in Valhalla, N.Y., who based her decision on applying candidates' SAT scores.

Paul's father, Peter Lupoli, is employed at Dellwood Foods, automotive division, Yonkers, N.Y., while Auralee's father, Richard Ferris, is employed by Burnwell Gas Co., Peekskill, N.Y.

LONG ISLAND CITY, NEW YORK

Teamster's Case Has Successful Conclusion

Teamster Local 807 member Joseph Canario, a driver for Pennsylvania Truck Lines, Inc., at the North Bergen yards, is back on the job, with more than $20,400 in backpay, thanks to the successful intervention of his Teamster local.

The settlement came after months of litigation centering on the company's refusal to honor language in the National Master Freight Agreement concerning seniority rights. Local union officers argued that the company, by improperly removing Canario from its seniority list, worsened his working conditions, in violation of the agreement.

In addition to winning backpay for the Teamster, Local 807 was successful in having him restored to his rightful place on the seniority list.



Here, Joseph Canario smiles as he receives his backpay award of $20,400 from Local 807 President Joseph F. Mangan (left), while Local 807 Trustee Larry Gilbert and Penn Truck Lines Shop Steward Louis Bruno (right) watch.

NEW YORK, NEW YORK

It's the Teamsters By a Landslide

Workers at the Yaloz Mold & Die Co., Brooklyn, N.Y., lined up outside their shop with Local 810 placards recently to express their approval after voting by a 98% majority for Teamsters' representation in an NLRB representation election. All valid votes cast went to the Teamsters in the contest, with the challenging Local 300 of the Production, Service and Sales Employees, Ind., getting none. Delegate John Chambers (right) and Organizer Luther Quinones (left), helped organize the 55-person unit, under the direction of Local 810 President Dennis M. Silverman.



ACTIVE IBT LOCALS



BALTIMORE, MARYLAND

Teamster's Daughter Is Md. M.D.A. Poster Child

Thirteen-year-old Darlene Henry, daughter of Teamster Local 557 member and Anchor Motor Freight, Inc. mechanic Howard (Hank) Henry, was recently selected as the Maryland Muscular Dystrophy Poster Child for 1981–1982.

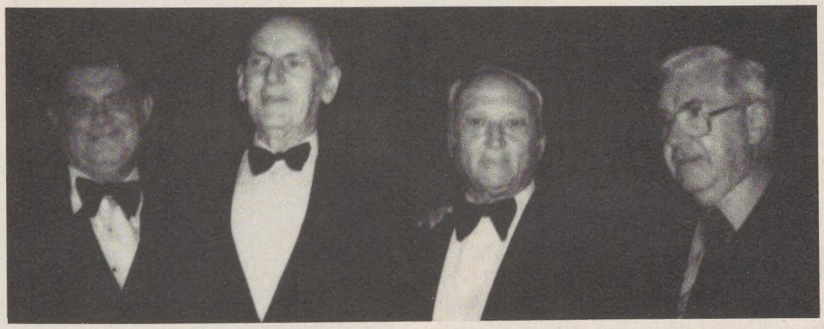
Darlene, a student at the Sacred Heart School, located in the Baltimore suburb of Mount Washington, will during the coming months be attending various association events throughout the state representing the Muscular Dystrophy Association.

PHILADELPHIA, PENNSYLVANIA

Pa. Unionists Honor Teamster Leader

Frank J. Keane, longtime president of Teamster Local 169 in Philadelphia, Pa., was feted recently at a testimonial dinner honoring his 50 years in the labor movement by Philadelphia area unionists and business leaders.

At the dinner, Keane's 40 years of service to Local 169 in particular were lauded, as were his leadership in labor-management relations and community affairs in the Philadelphia area. "By work and action, thought and deed, he has strengthened our democratic way of life in eliminating barriers of discrimination in job opportunities and employment. His remarkable career of service to our community is a source of great pride to all of us," participants noted.



Shown here congratulating Keane at the dinner are from left: Daniel J. Smith, Jr., one of the dinner committee co-chairmen; Frank Keane; IBT Vice President Maurice R. Schurr, and IBT Warehouse Division Director John Greeley.

Proceeds from the September 11 event went to the Variety Club of Philadelphia, an affiliate of Variety Clubs International—the charitable organization dedicated to helping handicapped youngsters.

General chairmen for the event included: Bernard J. Marcus, secretary-treasurer of Teamster Local 169; John P. Morris, president of Teamsters Joint Council 53 and secretary-treasurer of Local 115; Wendell W. Young, III, president of United Food and Commercial Workers Union Local 1357; Daniel J. Smith, Jr., president of Frankford Quaker Grocery Co., and Bernard J. Katz, Esq., of the law firm of Meranze, Katz, Spear and Wilderman.

NEW YORK, NEW YORK

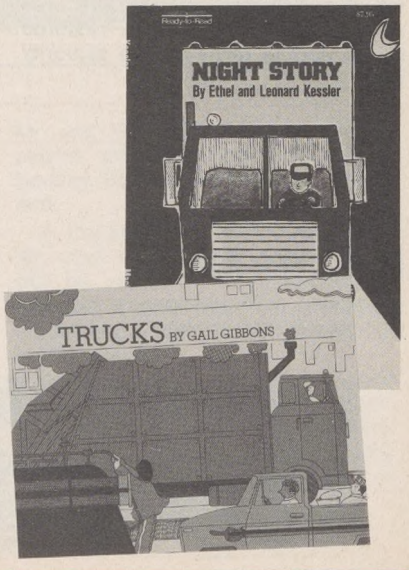
Two New Books Tell Kids About Trucking

For any Teamster mother or father who has had to explain his or her job as a driver to a pre-school or grade school youngster and for parents with truck-enamoured youngsters, two recently published books could be just what you're looking for.

Night Story, by Ethel and Leonard Kessler, was published this spring by MacMillan Publishing Co., Inc. of New York. It details what it's like working as a truck driver at night. The book, accompanied by lots of illustrations, makes good reading for beginning readers and is, the company says, a good "lights out" choice for any youngster "just a little bit" afraid of the dark.

Another book, Trucks, by Gail Gibbons, has just been published by Harper & Row Publishers, Inc., of New York. This book, while short on words, details just about every type of truck imaginable and should be a real treat for any youngster fond of pushing a miniature rig around the floor or interested in the vast array of vehicles that deliver our goods, shovel the snow, fight our fires and do a hundred and one other things.

In fact, Teamster parents might enjoy reading the books to their children. It'll remind them as well as the kids how much they and other members of their union contribute to society through their workaday efforts. Both books should be available in your area bookstores.



TAYLORS, SOUTH CAROLINA

S. C. Stewards Attend DRIVE Awards Meeting

Stewards from Teamster Local 28 in Taylors, S.C., were on hand recently for an awards meeting/ breakfast that culminated a recent DRIVE signup campaign conducted at the local union.

These Teamsters know that donating "$5.00 for DRIVE" makes good sense, especially in today's tough economic and legislative climate. They were active participants in the efforts to get members of the South Carolina local involved in the union's political action program.





NASHVILLE, TENNESSEE

$8,000's Proof It Pays to be a Teamster

These Teamsters are all smiles over a recent arbitration win that resulted in this $8,000.00 backpay award being presented to Teamster Local 327 member James Brewer (center) of Norwalk Furniture Company, by Business Representative Carmack Allen (left) and Local 327 President Dempsey Newell (right). This Tennessee Teamster is really glad he had the union on his side in this dispute.

JACKSONVILLE, FLORIDA

Teamsters Celebrate Labor Day the Union Way

Teamsters from Jacksonville, Florida, Teamster Local 512 recently celebrated Labor Day, 1981, by participating in a joint celebration with members of other area unions at Jax Coliseum on September 7.

Teamsters and their families shared the holiday with area unionists as they enjoyed free food and drink, entertainment, a battle of the bands and an array of other activities including softball games in which all the unions participated.

Local 512 members, in their first year of competition together, managed to bag third-place honors, along with a beautiful trophy, during the "All Union" Tournament.



Show here are members of the prize-winning Local 512 team, including players David Beach, Roger Bosarge, Freddie Daniel, Jr., Vince Daniel, Johnny Rountree, Alex Rakoczy, Mike Robinson, Freddie Daniel, Sr., Jerry Sikes and Gary Smith; coaches Wayne Crosby (East Texas Motor Freight) and Ed Poppell (Roadway Express); and managers, Local 512 President Donald P. Brooks (far left), and Local 512 Recording Secretary Preston Drummer (far right).

ACTIVE IBT LOCALS





GREEN BAY, WISCONSIN

2nd Annual Blue Mass Run's A Success

The 2nd annual Robert E. Schlieve Blue Mass Run was held at Silver Lake College in Manitowac, Wisc., recently, helping to raise funds for the blood research lab at Milwaukee County General Hospital.

On hand for this year's marathon race, in addition to the hundreds of Teamsters attending an earlier mass and the day-long festivities, were more than 60 runners, who set out to test themselves in the grueling race at any of three distances—three, six or nine miles.

Bob Schlieve, the man in whose name the memorial event takes place, was Local 563 secretary-treasurer for 26 years and an officer of Joint Council 39 before he succumbed to a heart attack in 1979 after a long and courageous battle with leukemia. The annual event is a tribute not only to him but to all working men and women from Teamsters from the J.C. 39 area.

Above, runners take off from their marks after receiving the starting signal from Sister Thomas More of Silver Lake College. Below, Mrs. Robert (Denver) Schlieve (second from left) presents a check for $6,700, proceeds from the event, to a Milwaukee County General Hospital Blood Research Lab representative. From left to right with her are: Fred Gegare, president, Local 75, and one of the event's organizers; Mrs. Schlieve; Butch Marek, secretary-treasurer of Local 619; Mrs. Nancy Lawton, representing Milwaukee County General Hospital, and Sister Thomas More of Silver Lake College.

MINNEAPOLIS, MINNESOTA

Vindicated Worker Receives $14,000 Award

Kerry Kjeseth, a former employee of Perlman-Rocque, found out how far the Teamsters Union would go to protect his union rights after being fired for union activities by his employer. Going to bat for him, the Teamsters managed to win $14,000 backpay and an offer of job reinstatement, the result of a National Labor Relations Board decision that he had been illegally discharged. Shown presenting Kjeseth (left) with his backpay award (he refused the offer to return to work) is Darby Peterson, head of the Minnesota Teamsters Joint Council 32 Organizing Department.



CHICAGO, ILLINOIS

Local 743 Clerical Unit Approves New Pact

With a vote of 923 to 41, Chicago Teamster Local 743 members employed at the University of Chicago recently gave their overwhelming approval to a new contract just negotiated for them by the local union.

The three-year agreement presented to the clerical employees at the university by the negotiating team, headed by IBT Vice President and Local 743 President Donald Peters, provides for many improvements in wages, benefits and job conditions. About 1,800 members are covered by the agreement.



Stewards serving on the negotiating committee who earlier had recommended ratification in the mail referendum—a suggestion members enthusiastically endorsed—here survey the ballot results. In the front row, from left, are: Della Baptiste, Vickie Starr, Annette House, Rose Winners, Barbara Sykes, Mollie Galloway, Charlotte Podolner and Dorla Wuertenburg. In the second row, from left: Martha Sutton, Local 743 Business Representative Regina Polk, Henrietta Johnson, Mamie Powell, Gerry Washington, Lil Mitchell, Local 743 President and Negotiating Committee Chairman Donald Peters, Russell Jones, Mary Wallace, Tony Philbin, Local 743 Recording Secretary and Business Representative Robert Simpson, Edna Hunter, Maggie Newman, Adele Brown, Sherry Martin and Loretta Joiner.

MADISON, WISCONSIN

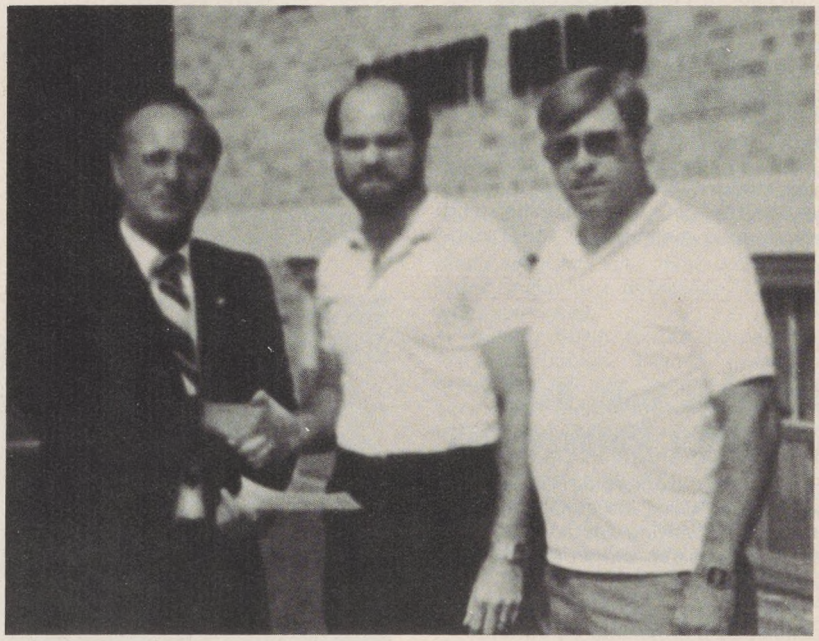
Yes, Virginia — Even Law Officers Have Rights

In a case that pitted Teamster police sergeant Douglas Pettit against the Village of Oregon Police Department, it was the support of Teamster Local 695 that saved the day, and helped Sergeant Pettit be vindicated in an arbitration hearing.

The department was ordered recently to reinstate Pettit with full backpay, after an arbitrator examined the charges against him and found them unsubstantiated.

Sergeant Pettit, a 4½-year veteran of the force, was discharged in June, 1980, after being charged with a minor off-duty accident which was fully investigated and for which the officer was never issued a citation. When the Teamster officer was discharged by the Village Board in a split vote after a lengthy hearing that revealed no evidence of wrongdoing, Local 695 stepped in to protect him.

The Teamster local filed a grievance in his behalf, and when the Village failed to reinstate Pettit, took the matter to arbitration. During the course of the four-day hearing, the Village "raised one bogus issue after another," even alleging that as a sergeant, Pettit had no right to protection under the collective bargaining agreement, despite the clear inclusion of the sergeant category in the contract, according to Local 695 officers.



The local union met the challenge, and through the hard work of the Teamsters' attorney, Marianne Robbins, Local 695 Business Agent Mike Spencer and others, was able to refute the charges and, in the end, win vindication for Pettit.

In a 29-page decision clearing Pettit of any wrongdoing and reinstating him to his position as sergeant, Arbitrator Joseph Kerman also ordered the Teamster paid full backpay, $19,947.86. Pettit is now back on active duty, thanks to the Teamsters.

Shown here congratulating Sergeant Douglas Pettit (center) on his successful arbitration are Local 695 Secretary-Treasurer Robert Rutland (left) and Business Representative Michael Spencer (right).

ACTIVE IBT LOCALS

CHICAGO, ILLINOIS

Every Pitch Aided The Handicapped

A group of civic-minded restaurateurs, spearheaded by Teamster Local 710 steward and part-time Yesterday's Cafe manager Joe Pascucci, recently went all out to aid the Little City Foundation of Palatine, Ill., with its fund-raising efforts.

Pascucci, whose Local 710 Secretary-Treasurer William D. Joyce is chairman of Little City's fund-raising committee, came up with the idea of staging a softball water dunking contest among area restaurant and lounge customers over a recent three-day period to raise a few bucks for Little City.

The American Freight Lines Teamster steward enticed more than 40 restaurants into participating and encouraged members of the Troopers, the Yesterday's Cafe-sponsored softball team, to volunteer their time. With the Troopers collecting $1.00 for each three balls thrown and customers anteing up $2.00 donations at the door, all comers got the chance to throw balls at their favorites among the volunteer waitresses and bartenders from participating bars and restaurants during the event. By weekend's end, more than $4,122.00 had been raised, all of which will be donated to Little City to aid its efforts with the handicapped.



Here, some of the participants in the water-dunking event smile over its success. From left to right in the front row are: Rick, manager of Yesterday's Cafe which sponsored the event; Joe Pascucci, Local 710 steward at American Freight Lines and part-time manager of Yesterday's Cafe; Teamster Local 710 Vice President Bob Szucs, and Rich, team captain of the Troopers softball team.

MADISON, WISCONSIN

Teamsters Stage Raid On Another Machinist Unit

Five hundred workers at Ray-O-Vac in Portage, Wisc., are new Teamster members, following another successful Teamster raid on Machinist territory recently.

Pictured here is the negotiating committee that hammered out the first Teamster contract at the company, following Local 695's move to represent the workers after being approached for better representation.

After receiving a representation vote of 245 for the Teamsters, 107 for the Machinists and 77 for "no union," Local 695 moved ahead, and after a three-week strike accompanied by round-the-clock negotiations, won the workers a contract they readily ratified. In the top row, from left to right are: Robert Rutland, secretary-treasurer of Local 695; Michelle Dittberner, Margie Paskey, Gary Frederick, all negotiating committee members and Business Representative David Brugger. In the bottom row are negotiating committee members Marge Cormican, Teresa Sweeney and Beverly Oberdorf.



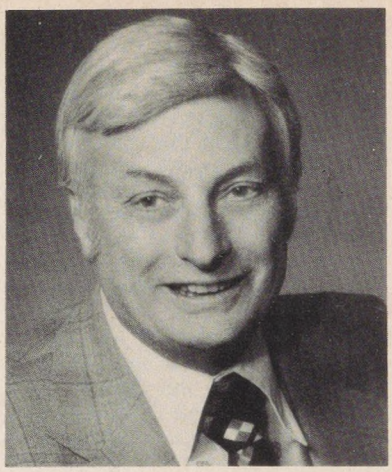
CHICAGO, ILLINOIS

State Legislator Is Former Teamster

Illinois State Representative Herb Huskey may be chairman of the Illinois General Assembly's powerful House Motor Vehicles Committee and a member of the House Transportation Committee these days, but this is one legislator who doesn't forget where he came from.

Huskey is a former Teamster and in his youth drove over-the-road affiliated with first Local 710, then Local 20 in Toledo, then Local 710 again as a member of our union.

This legislator remembers fondly his days of driving a rig across country and says those experiences today offer him an "invaluable" source of insight when considering the many transportation issues that come before the committees on which he sits. So proud is he of once being a Teamster that the legislator still carries his old honorable withdrawal card from the union, too, despite having been a successful area businessman for many years.



DANVILLE, ILLINOIS

Teamster Local Takes Tots To Heart

Spurred on by the heroism of two members, Danville, Ill., Teamster Local 26 recently took two tiny youngsters to heart and endeavored to help their parents meet the medical expenses caused by their birth.

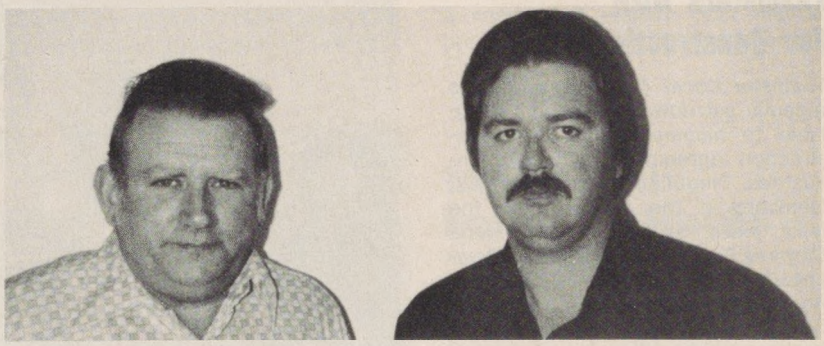
This heartwarming story began back on the bitterly cold morning of February 11, when as Arnold Holeman was attempting to get his pregnant wife to the hospital, his vehicle skidded on a patch of ice and ran off the road down a 25-foot embankment. After at least one other driver refused assistance, the lucky prospective father met up with two veteran Local 26 members, Ryder drivers Sam Haynes and Albert Murphy.

Good thing—because Holeman's wife had just about then decided she couldn't wait any longer to give birth.

After being stopped on the road by Holeman's distraught sister-in-law, the first trucker on the scene, Haynes, radioed the trucker behind him, Murphy, on his CB and told him to get help quickly. Grabbing his coat and flashlight, Haynes then ran down the embankment, where he would be for more than an hour, trying to shelter Mrs. Holeman from the 30° below zero temperatures and blowing snow, as he psyched Holeman up to accomplish the delivery.

Told by Haynes that the babies might not live unless they were delivered then and there, Holeman did the honors with Haynes assisting.

"He stayed right beside me as we brought my first daughter into the world, wrapping her in a blanket another trucker had brought down," Holeman noted. And just as she arrived, Murphy came over to tell us the ambulance was on its way.



Here are Teamster Local 26 members and Ryder drivers Albert Murphy (left) and Sam Haynes (right). Below are the tiny objects of all the furor, tiny misses Jessica Ann and Beth Ann Holeman.





When the medical crew took over, both drivers left. In the rush the excited new parents forgot to get their names or thank them for their help.

Happily for them, however, Haynes decided to visit the hospital on his next run to Nashville, missing Holeman, but visiting with his wife and the two youngsters who had caused all the fuss. When told that Mrs. Holeman didn't even have time to find out his name, all the Teamster could respond was, "Gee whiz, that didn't make any difference; I didn't want any credit."

Walking down to the nursery to see the babies, Brenda Holeman noted that this big "tough" Teamster seemed to melt, with his eyes lighting up and happiness showing on his face as though the babies were his very own children.

As he was leaving, Mrs. Holeman took time to thank the two Teamsters for not being as uncaring as the first driver they flagged down. Haynes replied that it was like a knife in the heart to think another driver could leave, not knowing or even caring, that she could have died.

Inspired by the incident, all of Local 26 later took the Holeman twins to their hearts, helping to raise funds to pay their hospital expenses through a special trust fund. Through it, Local 26 and Ryder helped make sure that all Jessica Ann and Beth Ann's medical expenses, both in and out of the hospital, were covered.

After all, even though the Teamsters' motto is "we deliver the goods," it isn't every day, two babies are among them!

ACTIVE IBT LOCALS

LOS ANGELES, CALIFORNIA

Local 595 Member To the Rescue

Teamster Local 595 member Gene Howard Petersen was recently cited by his employer, California Milk Producers, for a heroic act he performed, about which the company learned.

In a letter to the Teamster, his employers praised Petersen for risking his life recently to help motorists escape from their overturned motor home after a highway accident. "Observing the ruptured gas tanks and seeing the motor home's exits blocked, you climbed into the vehicle to extricate the trapped family, then administered first aid until help arrived," the company noted, risking your own life in the process.

"We at California Milk Producers are truly proud to be associated with such a compassionate and heroic person."

Teamster Local 595 is equally proud of this brave member who averted a near tragedy with his quick thinking.

VALLEJO, CALIFORNIA

Teamsters Gird For Construction Talks

Teamster Local 490 representatives recently sat down at the bargaining table to hammer out a new construction agreement with Syar Industries. Negotiating for Local 490 members at the table during the talks were Syar Industries Napa Steward Ted Weddel; Vallejo Steward Jim Slover; Local 490 Business Agent Ward Allen and retired Joint Council 7 President Jack Goldberger. Jack's still going strong, as evidenced by this photo, taken in the midst of a hard bargaining session.





PORTLAND, OREGON

Just What He's Been Waiting For

It's nice to know that at the end of the road you have that great Teamster pension to look forward to. Here Local 81 member Conrad Hessler (left) drops in to visit his local's secretary-treasurer, Jack Alexander, and pick up his first pension check. Hessler retired recently from P.M.T. after a 24-year career and now looks forward to doing, he says, "all the things he was too busy to attend to while working."

PHOENIX, ARIZONA

Prison Inmates Become Teamsters

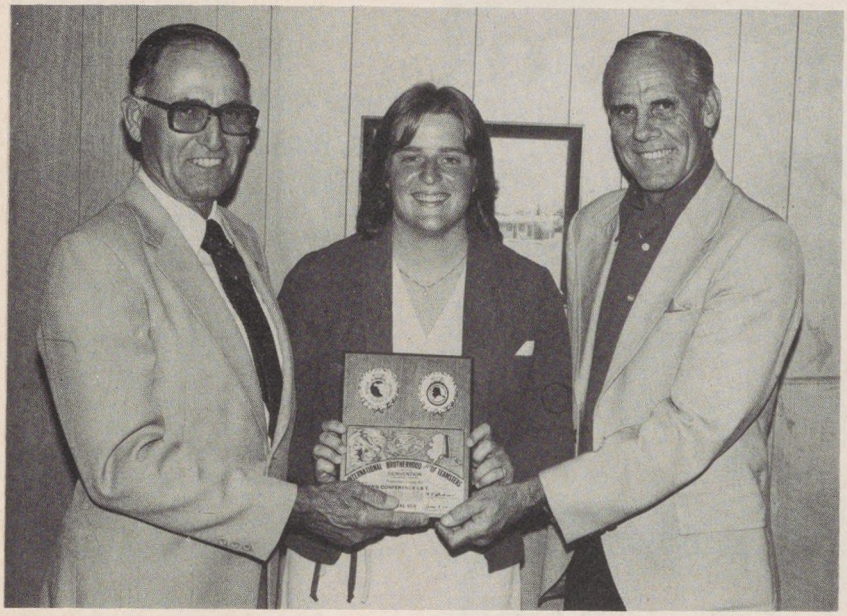
It has to be one of the most interesting twists in a labor union agreement in the country. Teamster Local 83 of Phoenix, Ariz., earned this distinction recently by putting the finishing touches on an agreement to include inmates from the Arizona state corrections system under its Teamster contract for workers at Southwest Beef.

The new Teamsters are minimum security prisoners housed at Perryville Prison who will work a special night shift as butchers at the Tolleson beef slaughterhouse, under a recent agreement between the company and the Arizona State Department of Corrections. Workers earlier had participated in a prison training program in preparation for the jobs.

The Teamster contract was modified with several unusual provisions to encompass these new workers. The 40 or so workers involved cannot displace any other employees in the bargaining unit or potential employees who may be employed at the company; no bargaining unit employees (who are not prisoners) will be required to work with the prisoners on the night shift, and no prisoners will be employed if regular bargaining unit employees are on lay-off status, according to the agreement.

Otherwise, with the Teamster local as their exclusive bargaining agent, the prisoner/employees will be entitled to the same wages and benefits as other Southwest workers. Inmates' wages, however, will be broken down so that after the correct Federal, state and FICA wages are withdrawn, 15 percent of their pay will go for room and board at the prison, 15 percent for family support, a percentage to cover any restitution to victims called for in their sentences, their union dues, and the rest to a trust fund to be paid when the prisoner is released.

"We feel this is a positive social program that will benefit not only the prisoner, but society as well," said Arnold E. Scott, vice president of Local 83 about the new program. "By giving the prisoner a saleable skill, it may also remove the prisoner's family from welfare and food stamps, and provide the family with a health and welfare plan that is presently being paid by the county."



STOCKTON, CALIFORNIA

Teamster Local Presents a Scholarship

Teamster Local 439 of Stockton, Calif., recently announced that this year's winner of its A.J. Hardy Memorial Scholarship Award is Danette Jackson, who graduated last spring from St. Mary's High School in Stockton, as an honor student. Danette is the daughter of Derris Jackson, a 31-year member of Local 439 and employee of Mother's Cookie Company.

Here, Danette (center) receives her award from Local 439 President Ace C. Hatten (left) and Secretary-Treasurer Bob Plummer (right). The annual scholarship was established by the Local 439 executive board five years ago as a tribute to "Art" Hardy, former secretary-treasurer of the local.

REMINDER ON YOUR WITHDRAWAL CARD

Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.

ACTIVE IBT LOCALS

TUCSON, ARIZONA

Local 310 Member A Highway Hero

Teamster Local 310 is really proud of one of its members, Samuel Saul, who's employed by Cement Transporters, Inc. of Rillito, Ariz. Sam's quick thinking recently thwarted an assailant in his attempt to rape and kill a young woman near Shiprock, New Mexico.

The girl involved in the incident wrote Cement Transporters recently to let the company know of his bravery and thank Sam for his courageous act, after learning his name from police.

In her letter she told of how, as a "man tried to rape and kill me, one of your big trucks with a big man driving it saved my life."

"I would like to take this time to thank him (it doesn't seem enough to say 'thank you' to someone who kept you from being killed by a maniac) but it is the only words I can think of," noted the girl, who added that she took some useful advice Sam offered. "I called my parents" as he suggested and "they sent me the money to come home on the bus," said the grateful young woman.

"Thank you, Sam, and God Bless You!" concluded Sandy Julian, who is now back safe at home in Sturgis, Miss., thanks to a courageous Teamster's willingness to get involved.

"We believe Sam exemplifies a true Teamster," wrote officers of his Teamster local. Brother and sister Teamsters around the country couldn't agree more.



VALLEJO, CALIFORNIA

Local 490 Delivers The Goods for Member

Teamster Local 490 member Lorenzo "Jack" Miller has a lot to smile about. Not only did he recently retire after a career as a driver for Ace Hardware in Benicia, but here he's receiving his first retirement check, which amounted to nearly $5,000! Presenting Miller (center) with his check are Local 490 Recording Secretary Casey Sawyer (left) and Local 490 Secretary-Treasurer Tom Williams (right). What's Jack planning to do in retirement? "I'm just taking it easy!" says this satisfied Teamster.

SAN JOSE, CALIFORNIA

Teamsters Donate Time to PATCO

Teamsters from Local 287 in San Jose, Calif., were among a group of unionists affiliated with Santa Clara County's Central Labor Council who donated their time recently to lend a little support to the PATCO strikers by walking the picket lines with them. As evidenced by the sign in this picture, Local 287 members took the opportunity to remind consumers about the Teamsters' on-going boycott of Coors' Beer during their hours on the line. (Photo courtesy of Organizing Media Project, Washington, D.C.)





REDDING, CALIFORNIA

Backpay Award Pleases Teamster

Teamster Local 137 member Philip Medrios (center) knows it pays to belong to the Teamsters Union. He was recently awarded $2,935.00 to prove it. Here Medrios receives a check representing an arbitrator's award for backpay and benefits from Redding Local 137 Business Representative George E. Scarabello (left) and Secretary-Treasurer Ernie Pappas (right). The Teamster, who also was made whole for all lost fringes during the 10-week period he missed, is back at work now, thanks to his local union, which successfully negotiated his grievance against Anderson-Cottonwood Disposal, Inc.

PORTLAND, OREGON

Teamster Really Handles His Forklift

Teamster Local 206 member Carl Fisher really handles his forklift like a pro. The Teamster, after winning a regional forklift rally in Oregon a few months back, went on to the nationals, held in New York City. Fisher was national champion in 1980, and in 1981, again displayed his credible skills in top competition. Here the Local 206 member is congratulated by Local 206 Business Representative Bob Green (left) on his expertise as an operator.



NIAGARA FALLS, ONTARIO, CAN.

Fellowship & Fun Featured At Teamster Picnic

Proving that Teamster brothers and sisters don't just convene for union meetings, members of Canadian Teamster Chemical, Energy and Allied Workers Local 154 recently got together for the first in what they hope will be an annual series of picnics attended by members and their families.

Attendance was a big success, we are told, with plenty of food, drinks and events to fill the day, thanks in part to the members of the recreation committee who planned the day and helped keep things running smoothly.



Above, members, spouses and youngsters alike enjoy the sunshine between events.



At right, officers of the Teamster local watch as things get underway. From left to right are: Financial Secretary David Taylor; Recreation Committee chairman Milan Yagar; Local trustee and Recreation Committee member Brian Davidson, and Local 154 member Tom Tavano.

CONSUMERS' CORNER

IN THESE times of high food prices, as well as for reasons of health, the nutrients in your food take on greater value. Therefore, care of your food at home is of great importance.

Proper storage of foodstuffs, whether canned, dried or frozen, can save money by preventing spoilage and even avoid serious health problems posed by contaminated items.

At this time of year, new harvests mean whole new batches of food to be processed and stored. It should also signal householders to inventory current shelf items. Shelves should be cleaned, and all stored canned goods checked for freshness and safe condition.

Cans or jars that stick to shelves, food discoloration, and bulging cans are bad news. Food and Drug Administration public health experts warn consumers against "tasting tests." Harmful bacteria cannot be tasted, and even if foods are not swallowed, the dab on your tongue could still give you a bad case of food poisoning if the wrong bacteria are present.

Molds are also trouble signs. Cutting or washing away surface mold may not be enough to protect you if dangerous bacteria are also present. Cheese, meat and bakery products are particularly susceptible to molds, especially in hot weather. So refrigeration of these foods, taking care to remember that allowing them to sun in your car and sit on your countertops while unbagging contributes to heat buildup. This in turn can spur mold spores and bacteria into action.

Also studies indicate that heavy wax paper which is translucent protects the riboflavin (vitamin B) in bread. The transparent plastic film bags that bread is encased in when bought do not protect the vitamin. So put the whole package of bread in wax paper.

Taking along a styrofoam portable food cooler in your car on warm day shopping trips is a good way to transport foods which need refrigeration. The chests can be purchased for around $1.00 and can be reused indefinitely. When cans of frozen coolants are added, even more cold protection is assured. The end result is less spoilage and, when high-priced meat and dairy products are involved, the additional expense and bother really pays off. If you walk or use public transportation, smaller insulated bags serve a similar purpose.

Frozen foods lose nutrients and especially vitamin C in storage, both in transportation and in store and home freezers. At temperatures of 15 degrees or higher, half the original vitamin C will be lost in six months, food technologists advise. Little loss occurs during storage at zero or below.

Product rotation, proper packaging and clean shelf areas are key ingredients of a good food storage plan. To be sure that older stored items are used up first, new additions to your supply should be dated and placed either on a separate shelf or at the back of a shelf with older items up front. This applies to both pantry and freezers. It only takes a minute to write a date on a can or package bought at a store. Home canning and freezing labels tend to unstick. So a marker pen dating on jar top or freezer paper—or a label inserted inside a plastic bag for easy viewing—gives backup labeling surety.

Be sure to dust off can lids and wipe off freezer packages and bags before shelving. Using a slightly damp towel to wipe off tops and around jar lips is also advisable. Dust allowed to collect on canned goods can result in unsanitary matter getting into food when a can is opened.

Where you store cans and sacked vegetables such as onions and potatoes also is important. Cool, dry areas take top preference. Storage under kitchen sinks or in any area or cabinet through which water, drain or heating pipes pass invite water damage and frequently insect problems. Pipe leakage or overly damp, humid conditions as can occur in basement storage areas, could cause rusting or overheating of cans. If there has not been a perforation in the can's wall, food in rusted cans may be safe, however.

Dried foods — cereals, flours, fruits, nuts and vegetables—also are subject to insect infestation, especially in temperatures above 48 degrees farenheit. So avoid storage in cabinets over stoves or radiators. As insect eggs can be preserved even during milling and drying processes, the right conditions of heat and air can result in a bevy of unwelcome visitors such as moths, beetles and weevils.

Transferring dried foods to tightly closed containers is a help. If you are an infrequent baker or cereal user, keeping these products on cool, dark shelves in glass containers is a good idea. If you don't want the bother of unpacking and repacking, putting the food as is in the refrigerator also helps to prevent insect troubles.

For general prevention and when you do suspect infestation, heating dried foods in the oven for 20 minutes at 150 degrees Farenheit usually destroys any stage of insect pests. However, if the food containers are either too large or the food packed too deeply for heat penetration, it would be better to spread out the ingredients on a shallow pan or cookie sheet.

An alternate method for preventing insect problems in dried fruits is to place small quantities in cheescloth bags and dip into boiling water for at least six seconds. Dry the fruit thoroughly before repacking in tightly sealed glass jars.

Freezer items also require proper packaging. Everything should be wrapped securely in moisture resistant materials—freezer paper, foil or freezer plastic wrap. For long term storage, your freezer should be maintained no higher than zero degrees farenheit. Keep a thermometer on hand for ready checking. Also check around sealer gaskets on doors for leakage. The dollar bill test is suggested—close freezer or refrigerator door against a dollar bill. If the bill slips out easily, it's time for a new door seal.

In case of freezer breakdown or power failure, remember that a fully packed freezer should stay cold enough to maintain frozen foods for two days, provided the door is kept closed.

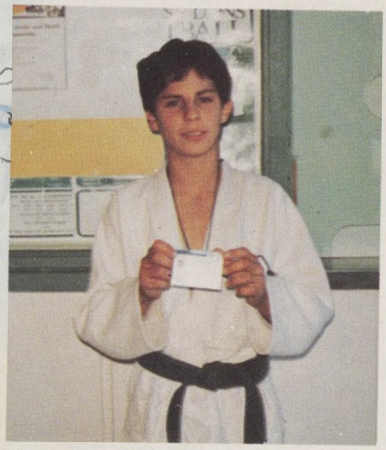
For food storage periods, check with your county cooperative extension agents for freezer, refrigerator and shelf life minimums and maximums.

TEAMSTER SPORTS!



IBT headquarters staffers were among the participants in the recent fifth annual Crofton, Md., Jaycees' softball marathon to aid muscular dystrophy, which helped net $8,500 for this charitable cause. The Teamster team, headed by Jim Conway, raised $1,800 in donations toward that goal during the 50-hour marathon. (The mixed Teamster team, we proudly note, won its game during the competition.)

Another karate enthusiast is young John Donahue, son of Local 890 Teamster member Edward Donahue of Salinas, Calif. Young John recently placed fifth in the lightweight division for 13-year-olds at the National Junior Judo Championships, not bad for the 87-pounder's first trip to the finals. He won two of his three matches in a field of 22 contenders.





Teamster Local 868 member William Herrington, an employee of the New York Twist Drill Corp., keeps fit with karate. Herrington, a black belt and qualified instructor, recently competed in the national AAU karate championship finals in Hyannis, Mass., after capturing both state and regional championships. There he took second place national honors against top competitors. He adds that honor to championships won in New York, New Jersey, Connecticut and Massachusetts. Here Sensei (instructor) Herrington is shown (first row, center) with students from his karate school.



Two lucky Teamsters and their buddies display the results of their recent successful boar hunting expedition through Hocking Valley in Logan, Ohio. Teamster Chicago, Ill., Local 705 members Albert J. Cossio (second from left) and Mike Hughes (far right) were delighted with these beauties they bagged.

YOU HOLD THE KEY

TO KEY VOTES IN CONGRESS



DRIVE. as the political action committee of the IBT, gives you a voice in the political process. It's a voluntary fund established to provide support for candidates for federal state and local offices who support labor's causes. Through DRIVE and your ballot, your voice will be heard—but only if you belong, and then become active in the political process. JOIN TODAY

Use your key to prevent Congress from taking away your rights. Hobbs Act amendments, Davis-Bacon, Social Security cuts, communications industry deregulation—these are just some of the issues on the horizon for the 97th Congress to decide.

1982 is an election year and legislators will be listening closely to what their constituents say in coming months. Make your voice one of those that's heard. Use the key that DRIVE can provide to unlock those back rooms where the deals take place. Make sure your legislators open up their deliberations to consider the wishes of working men and women.

☐ **I'D LIKE TO CONTRIBUTE TO DRIVE POLITICAL FUND.**

I am enclosing the amount checked below as my contribution.

☐ $5 ☐ $10 ☐ $25 ☐ $50

I am contributing to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE. A copy of our Report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. Make check payable to DRIVE . . . Democratic, Republican, Independent, Voter, Education, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
December 1981
WE ARE PROUD
TO BE A TEAMSTER WORKSHOP
LES PROSSER



MESSAGE FROM GENERAL PRESIDENT ROY L. WILLIAMS

IN DECEMBER negotiations for the National Freight Agreement begin in earnest. We have already formally exchanged papers to begin negotiations with management and our negotiating committee has met to review various proposals submitted by local unions affected by the agreement. The two-man committee met subsequently to consider these recommendations for contract changes.

As I have said previously, the committee will give every consideration to each and every proposal offered. After all, this agreement affects the livelihoods of nearly 300,000 Teamsters and we on the negotiating committee will be looking out for the best interests of all those who come under this contract.

I have said all along that we don't intend to give anything away. We intend to maintain what we have. We will protect our membership and their livelihoods at any cost.

Today's economy does present the negotiators with many vexing considerations. Deregulation of the trucking industry has caused thousands of Teamsters to lose their jobs. We know that many have suffered and we know that job security is important to all.

As negotiators we would like to keep those who are working on the job, and we would like to get those who have been laid off back on the job.

Your negotiating team is well aware of the critical situation that exists in the auto, steel and mining industries throughout the country. We are aware that industry is not generating new employment, and we in the Teamsters have been tragically affected by unemployment, too.

But we have faith and confidence in the system and in America's aspirations for the '80s. Teamsters want to be part of that dream that will bring a better quality of life to all working men and women.

Negotiating and collective bargaining are what the American labor movement are all about. And this is a very critical time in that process. It is imperative that we work together, are unified and speak with one voice.

And on that note, I feel I should remind everyone that it is important to wait for the proper time to learn what proposals have been accepted. I would ask you not to rely on speculation and rumor that may crop up in your daily newspaper or on television. The media will not learn the facts of the negotiations process until they are announced to the entire membership.

Be assured, we are working in behalf of our membership and their families. That is our principal responsibility.

Through the negotiating process in union there is strength, and in the Teamsters Union even more strength.

It has been said that the State of the Union largely depends on the state of the unions. Well, now we are in a reversal. We are fighting to keep our membership competitive and financially able in today's uncertain economy. When our people are financially strong, the State of the Union will be that much better.

In closing, I wish every Teamster member and family a very Happy Holiday Season and a New Year filled with expectations and security for the future.

Fraternally,

Roy L. Williams



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Editorial material should be addressed to:
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PROGRESSF

ON THE MASTERF

THE INTERNATIONAL UNION's side of negotiations on renewal of the National Master Freight Agreement were proceeding as planned as the December issue of *The International Teamster* went to press.

At that time, General President Roy L. Williams, union chairman of the National Freight Industry Negotiating Committee, had just met in Chicago, Ill., with the full committee of two representatives from each of the Teamster local unions that have members covered by the contract. A screening committee previously had gone over all negotiation proposals submitted and presented the two-man committee with its recommendations for contract changes.

On November 5th, Williams and the negotiating committee met with employer representatives in Chicago to exchange schedules for the official talks. Full negotiations were slated to get underway December 1st.

Chairman Williams' most recent comments upon the upcoming freight talks were made in Kansas City, Mo., where he addressed the founding convention of the Teamster Industrial Trades Division in early November.

He told the meeting about the status of the negotiations at the moment and repeated his earlier remarks made to employers that "cost-of-living language is not negotiable" in the National Master Freight Agreement.

"We don't intend to give away anything," Williams said and emphasized his point by adding, "We intend to maintain what we have."

Williams entirely ignored all the forecasts and comments that have appeared in the business sections of commercial newspapers during recent weeks regarding the prospects of the freight negotiations.

The National Master Freight Agreement, which has 31 supplements, covers approximately 270,000 Teamsters employed by some 3,000 companies.

Representing the employers in the talks will be Trucking Management, Inc., and the Motor Carrier Labor Advisory Council.









SREPORT

RFREIGHT TALKS





Pictured on the opposite page are scenes from the union negotiating team's meeting with the contract screening committee prior to the start of negotiations. On this page are shots of the union's first meeting with trucking management's negotiating team, held November 5, to set up the ground rules for negotiations. The Teamsters planned to exchange bargaining proposals with management negotiators on December 1.







INDUSTRIAL TRADES DIVISION HOLDS VIGOROUS FIRST MEETING

AN ORGANIZING FIRE was lighted enthusiastically at the initial annual conference of the Teamster Industrial Trades Division in Kansas City, Mo., Nov. 2–3.

Officers from more than 100 Teamster local unions took part in the historic meeting—first to be held since the new division was created by the International general executive board and placed under the leadership of Joseph Konowe.

Delegates heard keynote talks from top Teamster leaders including General President Roy L. Williams and General Secretary-Treasurer Ray Schoessling. In addition, there were guest speakers from each Area Conference along with several department heads from the International Union headquarters.

All the delegates had an opportunity to express their views on what the new division will face in terms of organizing, economic and legislative problems. They passed four pertinent resolutions and ended the meeting with an organizing workshop.

The need for bringing new members into the Teamsters Union was stressed by General President Williams when he appeared at the opening business session. The delegates gave him a standing ovation.

Organizing the unorganized has been Williams' favorite topic on all speaking occasions since his election at the 22nd IBT convention last June.

Appearing relaxed at his home base of Kansas City, Williams commented that the new division probably will become "one of the most important Teamsters operations in finding new members." He said the division should have been formed years ago.

Williams, in giving top priority to organizing, declared: "We're going to have to remember where we came from and that we built the International Union by hard work."

He urged Teamster affiliates everywhere "to beat the bush" in terms of organizing prospects. He added frankly that he had been "bothered" by recent IBT policy that failed to provide money to assist organizing campaigns at the local union level.

Williams said the International Brotherhood of Teamsters "is not in the banking business," and that under his administration the IBT will spend money to attract new members.

"If you have a program," he told his listeners, "we will help. We stand ready to assist if it's a sound program. But we're not going to throw money away. We will check it out."

Concerning Teamster affairs generally, Williams noted that managements are becoming cocky and threatening to stonewall in collective bargaining situations. He said, "Anything we in the International Union can do to assist, we certainly are going to do it."

Williams spoke briefly to the Industrial

Division delegates while a plane waited to take him to Chicago for a meeting with the union freight negotiating committee.

He closed with a brief report on the national freight contract preparations, remarking: "We don't intend to give away anything."

Williams' words on organizing were echoed in some respects by General Secretary-Treasurer Schoessling when he spoke at a luncheon on the second day.

"Get out and get going!" Schoessling said. "This division can be our greatest source of organizing in the future. Be strong. Be unified. Be Teamster."

Schoessling's speech contained what many of the delegates later described as a rousing, old-fashioned labor tone, as for example when he told them—nearly all officers elected by their local unions:

"You surrendered yourself to a great cause when you were elected. And that cause was to help people who need help. When you became involved with a labor union, you put yourself on the block to service people. It's a great honor."

Joseph Konowe, director of the Industrial Trades Division, chaired the meeting throughout two full days of business sessions.

"We are basically a service organization," Konowe said of the fledgling division. "Our job is to try and coordinate activities of local unions and to provide help in organizing multi-plant companies."

Konowe outlined the recent history of industrial unionism in North America and stated his belief that perhaps three-quarters of a million Teamsters Union members already are engaged in manufacturing and production.

He estimated that the new division's jurisdiction includes "some 17 million workers waiting to be organized." Every delegate in attendance was invited to speak on conditions in his area.

Four International Union vice presidents addressed the meeting briefly: George Mock of Sacramento, Calif.; Harold Gibbons of St. Louis, Mo.; Robert Holmes of Detroit, Mich., and John Cleveland of Washington, D.C.

Each complimented the delegates upon their contribution to creation of the Industrial Trades Division. They touched on subjects such as the need for using time-tested organizing techniques—knocking on doors and selling the product; also, the need for coordinated bargaining after multi-plant companies are organized; finally, that the general executive board is united under the leadership of Roy Williams and is pledged to assist Teamster affiliates in their organizing programs.

Greetings and best wishes for a successful division came from the directors of the various Teamster Area Conferences. Peter Moslinger represented Vice President Edward Lawson of Vancouver, B.C.; Fleming Campbell spoke for Vice President Joe Trerotola of Washington, D.C.; Norman Goldstein represented Vice President Joseph Morgan of Hallandale, Fla.; Walt Engelbert appeared for Vice President M.E. Anderson of Los Angeles, Calif., and Paul Steinberg came on behalf of the Central Conference.

Delegates heard reports from four specialists on the staff of the International Union: Dave Sweeney, legislative director; R.V. Durham, safety and health director; Art Kane, director of research and education, and Norman Weintraub, chief economist for the IBT.

Sweeney, in his legislative report, said the conditions in Congress prove the vital need for greater membership participation in DRIVE (Democrat-Republican-Independent-Voter-Education), the Teamster legislative arm.

It was Sweeney's view that seven or eight bad pieces of legislation are bouncing around in the House and Senate—topped by the proposed Hobbs Act amendments that would make the picket line a jeopardy zone for strikers—and that the lawmakers "are not interested in giving labor a fair shake."

In addition, said Sweeney, the National Labor Relations Board is facing the prospect of a 25 percent cutback in its budget which, if it comes true, would greatly hurt labor's chances of timely administrative remedies at the Board.

New developments in safety and health were explained by Durham. He said walk-around pay for union participation in safety inspections at plants will now have to be negotiated in contracts because the standard has been revoked by the Department of Labor.

Other recent changes, Durham said, include a gutting of noise standards that the Teamsters Union has worked on since 1974. Plant inspections have diminished in number and there have been fewer citations as a result of the firing of 160 inspectors by the Occupational Safety and Health Administration, plus another 90 inspectors are expected to be discharged.

"We must do a better job on safety and health in our contracts," Durham concluded, "because we can expect no help from the government."

Kane said the International Union's research and education department now has a new computer terminal and printer to assist affiliates by providing bibliographic database searches for information.

He said the terminal will greatly increase the department's ability to answer questions from the field on such subjects as organizing targets, collective bargaining agreements, government documents and financial references.

In addition, said Kane, the research and education department is continuing its pro-

DELEGATES ENDORSE ACTION

FOUR RESOLUTIONS were passed unanimously by delegates attending the founding meeting of the Teamster Industrial Trades Division at Kansas City, Mo., Nov. 2–3.

The first resolve was in opposition to a proposed Hobbs Act amendment pending in Congress. The amendment would change the law so as to apply federal extortion statutes to labor-management disputes over legitimate collective bargaining objectives.

The demand to Congress also resolved that every affiliate of the Industrial Trades Division "protect the right to strike and all other civil liberties of its members."

Another resolution opposed vigorously a proposed elimination of federal regulations governing so-called industrial homework that would take labor back to the days of the "kitchen sweat-shop."

In addition, the resolution urged stricter enforcement of the regulations that have been in existence for some 40 years as a barrier against child labor and similar abuses.

A third resolve demanded that federal and state agencies with safety and health authority carry out their respective statutory duty in good faith, and further, that the new division defend the safety and health of Teamsters in all forums—whether legislative, regulatory or judicial.

A final resolution expressed appreciation to the International Union executive board for its assistance in establishing the Industrial Trades Division while simultaneously pledging a program of self-help on the basis of voluntary annual contributions from local unions affiliated with the division.





Industrial Trades Division delegates listen (above) to General President Roy Williams. Speakers included: General Secretary-Treasurer Schoessling; IBT Vice Presidents George Mock, Harold Gibbons, John Cleveland and Robert Holmes; WCT's Walt Engelbert; CCT's William Hogan and Paul Steinberg; Canadian Conference's Peter Moslinger; SCT's Norman Goldstein; ECT's Fleming Campbell and Thomas Brown; and Airline Division Director Norman Greene.

INDUSTRIAL TRADES (continued)

gram of producing steward seminars for local unions that request the service.

Economist Weintraub centered his talk on the cost-of-living language in Teamster contracts and stressed that "the future of interest rates is an unsettling factor in Consumer Price Index figures." Another element that may prove important in COL considerations, he said, is the current change in tax law.

Weintraub noted that the CPI will have its base changed next January 1st to 1977 equals 100, saying:

"I would advise that you stay with the 1967 base index for the next seven years or so—which will continue to be published by the Bureau of Labor Statistics—because of the arithmetical change in values."

Other speakers included: John Greeley, director of the National Warehouse Division, who pledged the help of his organization; Norman Greene, director of the Airline Division, who discussed the basics of organizing; Tom Brown of the Eastern Conference of Teamsters and William Hogan of the Central Conference of Teamsters who spoke as members of the executive policy committee of the new division.

An organizing workshop highlighted the final session of the meeting as organizers Bill Grant and Walt Engelbert made presentations.

Grant commented after playing a tape of an employer's anti-union recording disc which faked a radio report of a Teamster strike. Engelbert accompanied color film slides with a description of a successful organizing campaign on the docks of the Los Angeles harbor.

Following are the members of the Industrial Trades Division executive policy committee: Peter Moslinger of the Canadian Conference, William Hogan of the Central Conference, Thomas Brown of the Eastern Conference, Mitchel Ledet of the Southern Conference, and Walt Engelbert of the Western Conference.

Policy committee members are:

Canadian Conference—Louis Lacroix and Charles Thibault.

Central Conference—Clifford Arden, Ron Gamache, Robert Kavalec and William Tyler.

Eastern Conference—James Beros, Bruce Blevins, Robert DeRusha, Glenn McCarthy, Eugene McDonough, John Morris, McDonald Smith, Joseph Townsley and Ervin Walker.

Southern Conference—Tony Cannestro, Jerry Cook, Larry Garner, Charles Haddock, M.R. Holliday, Noel R.C. Logan and James Metz.

Western Conference—Al Costa, Ray Frankowski, Grant Scott Haslam, Lee Kearney, Robert Paterson, Thomas Rodgers, IBT Vice President Arnie Weinmeister and Bruce Wilson.

PRESSER HONORED AT OHIO TESTIMONIAL



IBT Vice President Jackie Presser welcomes Gov. Rhodes to the podium. At left is Presidential Advisor Lyn Nofziger.

TEAMSTERS International Union Vice President Jackie Presser and his late father, William Presser, were honored recently by Histadrut, Israel's national labor organization, at a dinner-dance attended by more than a thousand people honoring both men's contributions to the union movement.

A perpetual scholarship fund in Israel was founded by Histadrut in the name of William ''Bill'' Presser, who passed away in July, and his son, Jackie, who succeeded him as president of the Ohio Conference of Teamsters, and an International vice-president, as his father had been before.

Teamsters General President Roy L. Williams was honorary co-chairman of the dinner, which was given by the Cleveland Trade Union Council for Histadrut. The other co-chairmen were Governor James A. Rhodes of Ohio and Mayor George V. Voinovich of Cleveland.

Lyn Nofziger, assistant to President Ronald Reagan for political affairs, was the principal speaker for the evening affair.

In his remarks Nofziger commented that he had had lunch with the President: ''He said you tell Jackie Presser that I have not forgotten; I will not forget what he meant to our campaign and what he means to our country.''

Mayor Voinovich had high words of praise for Presser and proclaimed Saturday, November 14, Jackie Presser Day. It was one of several proclamations and resolutions including those from the state legislature and Ohio Congressional delegation.

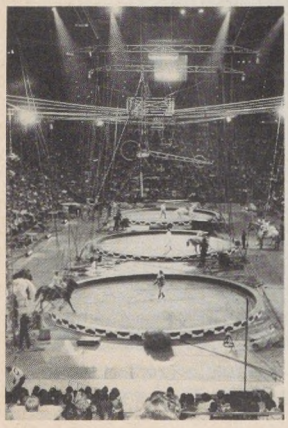
Many of the leading labor, business, civic and political leaders of Ohio and Greater Cleveland were guests at the dinner. The dinner chairman was Chet Makoski, area manager of the AFL-CIO Amalgamated Clothing and Textile Workers Union. Toastmaster was Bill Casstevens, regional director of the United Automobile Workers.

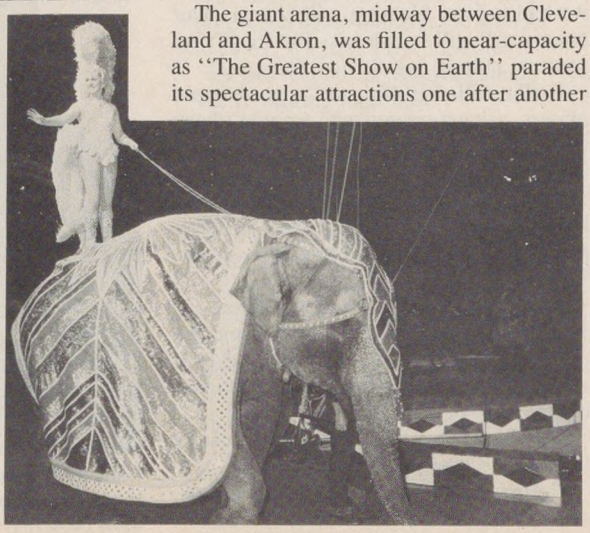
Other Teamster officials in attendance included International Secretary-Treasurer Ray Schoessling and several International vice-presidents.

Secretary-Treasurer Ray Schoessling in his tribute to Presser noted: ''He serves his people well. It has been said that there are two kinds of leaders, those who are interested in the flock and those who are interested in the fleece. The man we honor tonight has accomplished great achievements for the working people of Ohio and the nation.''

CIRCUS NIGHT







THE sixth annual ''Teamsters Night at the Circus'' drew nearly 14,000 members of the Ohio Conference of Teamsters, their families, retired Teamsters and special guests to the Richfield Coliseum for an evening of thrills and fascination October 30.

The giant arena, midway between Cleveland and Akron, was filled to near-capacity as ''The Greatest Show on Earth'' paraded its spectacular attractions one after another before the enraptured children and their escorts. The special guests included 3,000 handicapped and underprivileged youngsters from various institutions within a 50 mile radius, as well as a sizable sprinkling of senior citizens still young enough to enjoy the show.

More than $50,000 was raised through ticket sales for the 1981 ''Teamster Night,'' according to C. Jim Kinney, president of the Ohio Conference of Teamsters Sports Committee, Inc., which sponsors the charity event during the annual visit of Ringling Bros. and Barnum & Bailey Circus. The Committee's fund raising benefits many charities and social service projects in Ohio. The group's motto is ''Sponsoring the Youth of Today to Become the Leaders of Tomorrow.''

''Teamsters Night at the Circus'' proved a magnet as usual for thousands of members and their families who live not only in the immediate area but in other parts of the state. Several busloads journeyed to the Coliseum from Locals 24 and 348 in Akron, Local 92 in Canton and Locals 284 and 413 in Columbus.

ANHEUSER-BUSCH PACT IS SIGNED



"UNQUESTIONABLY the best pact negotiated by the Teamsters this year," crowed an overjoyed Charles Klare, secretary-treasurer of the Teamsters Brewery and Soft Drink Workers Conference, U.S.A. and Canada, of a recent pace-setting master agreement negotiated with Anheuser-Busch.

The new national master brewery agreement covers some 8,000 Teamsters employed at 11 Anheuser-Busch breweries around the country.

Shown here at a signing ceremony that implemented the new agreement are in the front row, from left: August Busch, III, chairman of the board, Anheuser-Busch companies; Charles Klare, secretary-treasurer of the Brewery Conference; Stuart Meyer, head of the negotiating team for Anheuser-Busch; IBT General President Roy Williams and IBT General Secretary-Treasurer Ray Schoessling.

Standing from left are representatives of some of the Teamster locals covered by the precedent-setting pact, including: Jimmy Perry, Local 947; Jimmy Dunlop, Local 388; Ernest Hines, Local 822; David Laughton, Local 633; Ben Merker, Local 102; Arthur Spinella, Local 102; IBT General Organizer John Hoh; Guy Lewis, Local 896; Tom Rusch, Brewery Conference; Bill Young, Brewery Conference, and Dennis Long, president, Anheuser-Busch Brewing Co.

IBT FRIEND IS TAKEN BY DEATH

SAL HOFFMANN, a stout friend of the Teamsters Union in past years, died recently in his 45th year as president of the Upholsterers' International Union of North America, AFL-CIO. He was 82 years old.

Hoffmann was one of a handful of international union leaders to vote against expulsion of the International Brotherhood of Teamsters from the AFL-CIO in 1957.

His loyalty did not stop there, according to William Griffin, a retired IBT general organizer, who keeps in touch with Teamster friends all over the land.

Griffin, when active, was head of the IBT Miscellaneous Division and at one time served as the representative to the Upholsterers for James R. Hoffa, then general president of the International Union.

Griffin told the *International Teamster* magazine that within a year after the expulsion, all but one of the AFL-CIO affiliates had severed relationships with the Teamsters Union. The exception was the Upholsterers.

Hoffmann ignored the edict to dump the Teamsters and, according to Griffin, met with Hoffa on an historic occasion in which the Teamster leader encouraged Hoffmann to follow the AFL-CIO line.

Griffin said he was present when the two union leaders met at the Teamster headquarters in Washington, D.C., and that Hoffa said to Hoffmann:

"Now look, Sal. You got 50,000 members. We have the same arrangement that we had before. Nothing will change. Our unions will still be friends. But there's no sense in putting yourself on the spot."

Griffin called Hoffmann "a good friend of ours, a stand-up guy who wouldn't back up for anybody"—although he finally took Hoffa's advice.

Hoffmann was the oldest of 10 children born to a family living near Naples, Italy, and later the family immigrated to the United States.

Hoffman joined the Upholsterers in 1920. Some 17 years later he became the president of his union, the youngest man at the age of 38 to ever head an international union.

He remained a friend of the Teamsters through the years.

Hoffman was succeeded in the Upholsterers presidency by Martin L. Garber.



Sal Hoffmann, Upholsterers leader and longtime friend of the Teamsters Union, died recently.

JORGENSEN MARKS 40TH YEAR AT FETE

JACK J. JORGENSEN, SR., was honored for 40 years of service as an officer and president of Minnesota Teamsters Joint Council 32 in late October.

The tribute dinner included a host of prominent Minnesota officials including Attorney-General Warren Spannus, who acted as master of ceremonies for the evening and read a statement from Governor Albert Quie.

Teamsters' General Secretary-Treasurer Ray Schoessling represented the IBT as a guest speaker and was joined by IBT Vice President Bobby Holmes. Other Teamster speakers included Howard Fortier, secretary-treasurer of Joint Council 32, and Don Erickson, vice president of Joint Council 32.

Both Mayor Donald Fraser of Minneapolis and Mayor George Latimer of St. Paul spoke and presented special resolutions to the guest of honor for his service to the labor movement and the Twin Cities' community.

A highlight of the evening was a presentation to Jack by Reverend Alan W. Moss, chaplain to Joint Council 32, of a scroll extending the apostolic blessing signed by Pope John Paul II.

Nearly a thousand people gathered to honor Jack at the Bloomington, Minnesota festivities.



Among the Teamster leaders who gathered to pay tribute to veteran unionist Jack J. Jorgensen, Sr., at a recent testimonial tribute were, from left: IBT General Secretary-Treasurer Ray Schoessling; IBT Vice President and Western Conference Director M. E. Andy Anderson; Florence Jorgensen, Jack's wife (partially hidden); IBT Vice President Robert Holmes (at podium); IBT Vice President Arnie Weinmeister; Jorgensen, and IBT Vice President John Cleveland from Washington, D.C.

AIRLINE DIVISION SOARS WITH ANOTHER VICTORY

THE Teamsters' Airline Division in its continuing pattern of growth in the '80s, has scored another significant organizing gain with its recent win (by an overwhelming majority) among Airborne pilots and co-pilots.

Member approval at Airborne, located in Wilmington, Ohio, came after a ballot count conducted November 6, 1981.

Norman Greene, director of the Airline Division, stated that this win, along with other recent victories, means that organizing in the division holds great promise for the future for Teamsters, particularly in the fast-growing air freight industry.

"This is an important win," Greene stated, "because it offers us great hope and potential for similar organizing efforts in the air freight industry along with other airline employees.

"We feel that we're off to a good start and that we should be on to bigger and better things in the months to come. We have high hopes for the '80s and feel this is just a beginning. We're soaring high now."

Greene noted that much of the credit for the recent success of the Airborne campaign goes to several people who worked tirelessly including: General Organizers Joe Matarrese and Chuck Woods of the Airline Division; Rex Anderson, a steward from Executive Jet in Columbus; Bill Shaw, Airline Division, and Dick Loy from Local 957.

"These guys through their assistance made this win a reality and the Airline Division is indebted for their service," Greene concluded.



TEAMSTER NAMED TO PRESIDENTIAL COMMITTEE

NAMED by President Ronald Reagan as a member of the new National Productivity Advisory Committee November 10 was Teamsters International Vice President Maurice R. Schurr.

Schurr, also president of Teamster Local 929 in Philadelphia, Pa., will join 34 other representatives from labor, business, government and academic groups, in advising the President and the Secretary of the Treasury through the cabinet Council on Economic Affairs on ways of achieving higher levels of national productivity in the United States.

Among its functions the committee will be examining the government's role in achieving higher levels of national productivity and economic growth; advising the administration on the potential impact on national productivity of various federal laws and regulations, and will be conducting a continuing review and assessment of national productivity.

William E. Simon, former secretary of the treasury, will chair the committee.

Other labor leaders joining Schurr as members of the distinguished advisory panel include: Jesse M. Calhoon, president of the National Marine Engineers Beneficial Association; William Konyha, president of the United Brotherhood of Carpenters and Joiners of America, and John O'Donnell, president of the Air Line Pilots Association.

UNIONISM: IT

WORKING UNION is still the best way to go, according to a recent Labor Department publication on the subject of the earnings of organized workers.

A summary in the agency's 70-page bulletin, "Earnings and Characteristics of Organized Workers, May, 1980," declares outright at one point:

"Workers represented by labor organizations earned more than those who were not."

The conclusion was based upon figures put together by the Bureau of Labor Statistics (BLS). The Census Bureau provided the source material.

However, the bulletin—aside from its pat on the back for trade union gains—also tells the story of where the gaps are in terms of union organizing potential. Where unions, if you will, have a lot of work awaiting them.

Some unions in America, the statistics indicate, are low in organizing energy, under-finance their programs or are victims of the new breed of professional consultants serving as union-busters.

Teamsters Union affiliates, fortunately, have always expended a lot of innovative time and money to attract new members in every conceivable industry. Had they not done so in past years, the International Union today would have been very small in numbers.

While the fact that workers represented by labor organizations earned more than those who were not members—$320 to $278 weekly in May, 1980, according to BLS—there are many signs that unions are failing to gain mileage on the achievement.

For example, labor organizations represent 25.7 percent of the 87.5 million workers employed in private and government jobs, both wage and salary, yet only 23 percent of the people belong to a union. That is to say, 22.5 million people work under and enjoy the benefits of union contracts but 2.4 million of them do not pay union dues.

The fact provokes the question: Does the situation prevail because there are 2.4 million natural-born free-loaders or are unions lacking persuasiveness?

There are partial answers, according to the bulletin: "Of the 2.4 million workers covered by labor contracts who were not members of a union or employee association in May, 1980, almost 1.5 million (five of every eight) were white-collar workers."

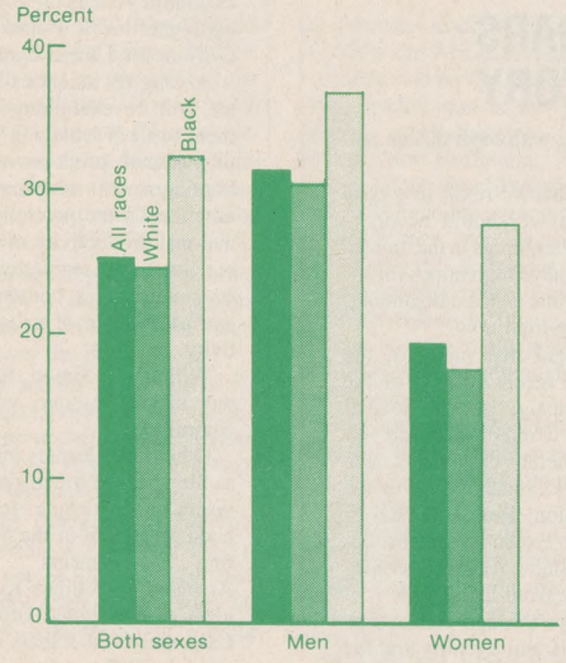
Also: "While the service industry accounted for slightly more than one-quarter of the represented workers, it employed 41 percent of the non-members covered by a contract."

One way or the other, the 2.4 million workers who enjoy the gains of union contracts but pay no dues amount to a great loss of strength which organized labor needs.

The facts indicate that unions are missing the boat when it comes to organizing women workers. In 1980, the bulletin states, 42.5 percent of the civilian labor force were women. Nevertheless, women accounted for only 30.1 percent of the employed wage and salary workers in labor organizations. That's a big gap.

Union organizing success among minorities has been and continues to be much higher than among the white majority. There used to be a valid reason for this: minorities were notoriously underpaid, more so than now. Today, both the minorities and the majority are suffering family budget problems due to inflation. Every

PERCENT OF EMPLOYED WAGE AND SALARY WORKERS REPRESENTED BY LABOR ORGANIZATIONS MAY, 1980.



Source: Bureau of Labor Statistics

MAKES $ENSE!

non-union wage earner, regardless of race or color, has an increasing need to join a union today.

Incidentally, the face of the minority is changing vastly. There now are about 4.7 million Hispanic workers—and the number is growing fast—of which 29 percent are represented by a labor organization.

The figure almost demands an answer to the question: How many big city unions have Spanish-speaking business agents and organizers?

The greatest number of Hispanic union members work in blue-collar occupations in the manufacturing industry. They also are heavy in the service industries. (Agriculture, largely a non-union activity, still has the largest proportion of Hispanic workers.)

Manufacturing and services, among the 10 major industries, account for nearly 58 percent of all the workers in the United States who belong to unions.

Among all union members, no matter what industry they work in, 55.2 percent are blue collar workers, nearly 35 percent are white collar workers and the remainder are service workers. The highest percentage of non-unionism (61.1) is in the white collar occupations.

There is a somewhat legitimate reason for the non-union gap in white collar work. They have the smallest earnings discrepancy (7 percent) between those represented and those not represented by a labor organization.

(Whatever the occupation—inside, outside, or running around town in service work—all of the ratios are expected to undergo a big change in future years as the new "steel collar" worker increases in prominence.

(The steel collar worker of the future will never pay union dues nor will he spend wage earnings as a consumer. He is the robot machine which employers hope will reduce cost of operation while raising productivity.

("Nearly 5,000 robots currently are toiling away in the U.S., up from 1,300 as recently as 1979," according to a recent article in the *Wall Street Journal*. Some experts anticipate the mechanical force will expand to 120,000 robots by 1990.)

The Labor Department bulletin considers in details such things as occupational characteristics, industry characteristics, earnings, etc. Teamster influence plays an important role in most of the categories.

In state, local and federal employment, for instance, there are 6.1 million workers and more than 2.6 million of them are members of a union or employee associations. The Teamsters have been making inroads in public employee organizing for many years.

In terms of wages, the three industries leading in earnings for people employed in them are the federal government, construction and transportation—the latter two heavily represented by Teamster contracts.

There is an interesting, rather isolated fact remarked upon in the BLS bulletin:

"Workers represented by labor organizations were, on average, older than their non-represented counterparts in each of the major occupational groups."

That means the older worker has learned that unionism is the best solution to his economic problems. In turn, the fact challenges trade unions to convince the younger wage earner of the value of unionism *earlier* in his work career.

LABOR ORGANIZATION STATUS OF EMPLOYED WAGE AND SALARY WORKERS BY SEX AND RACE MAY, 1980.

(Numbers in thousands)

Membership status	All races		White		Black	
	Number	Percent	Number	Percent	Number	Percent
TOTAL						
Represented	22,493	100.0	19,176	100.0	3,317	100.0
Members	20,095	89.3	17,099	89.2	2,996	90.3
Nonmembers covered by contracts	2,398	10.7	2,077	10.8	321	9.7
MEN						
Represented	15,302	100.0	13,375	100.0	1,927	100.0
Members	14,039	91.7	12,261	91.7	1,778	92.3
Nonmembers covered by contracts	1,263	8.3	1,114	8.3	149	7.7
WOMEN						
Represented	7,191	100.0	5,801	100.0	1,390	100.0
Members	6,056	84.2	4,838	83.4	1,218	87.6
Nonmembers covered by contracts	1,136	15.8	963	16.6	173	12.4

Source: Bureau of Labor Statistics

HAVE YOURSELF A

THE HOLIDAY SEASON is meant to be a happy time. Most of us love to have friends and relatives around at holiday times and to enjoy festive occasions like Christmas or Hanukkah with those we love.

But, as we decorate our homes and otherwise prepare for the holidays ahead, we also court potential injuries and invite accidents into our homes if we don't plan ahead and prevent problems by putting safety first. Why not plan right now to have a merry (and safe) holiday season this year from start to finish.

TOYS

The Yuletide season should be a time of joy for children and their families, but each year thousands of youngsters suffer serious injuries from dangerous or defective toys. Parents can guard against what could be a shattering experience by carefully shopping for toys that cannot harm their children.

While consumer groups seek to bring dangerous toys to the attention of the public, parents still have the primary responsibility for insuring that they are safe. Parents should carefully examine each toy they buy, keeping in mind how their child is likely to use it, whether it is durable enough to stand up under rough play, and what is its potential of damage from misuse.

The toy's size and construction is the most important consideration. The toy—and any parts that might come off—should be large enough so they cannot be swallowed. Parents should also look for sharp metal edges, or plastic that can break and leave sharp fragments that a child might swallow. Even soft stuffed dolls and animals are dangerous if they have button eyes that can be pulled or chewed off and then be swallowed. And wire used to form an ear can protrude through fabric and cause injury.

Electrical toys are especially hazardous. They should always carry the UL (Underwriters' Laboratory) test label, should be kept in good repair, and should be used under supervision. Parents should teach the child the correct way to plug and unplug an electric toy and should make doubly certain the child is old enough and responsible enough to handle toy metal-molding and wood-burning devices safely.

TREES

A fresh tree will stay green longer and be less of a fire hazard than a dry tree. To check for freshness, remember:

- *A fresh tree is green.*
- *Needles are hard to pull from branches.*
- *When bent between your fingers, fresh needles do not break.*
- *The trunk butt of a fresh tree is sticky with resin.*
- *When the trunk of a tree is bounced on the ground, a shower of falling needles shows that tree is too dry.*

Do not rely only on chemical coatings or sprays to flame-proof your tree.

Place tree carefully, away from fireplaces, radiators, other heat sources. See that it is out of the way of traffic and doesn't block doorways.

Cut off about 2 inches of the trunk. Mount tree in a sturdy, water-holding stand with wide-spread legs. Fasten large trees to walls or ceiling with thin guy wires. They'll be nearly invisible.

Fill base holder with water. Keep it full of water while tree is indoors (as you would fresh flowers). Remember, heated rooms dry trees out rapidly, creating fire hazards.

"SNOW"

Artificial snow sprays can irritate lungs if inhaled. To avoid injury, read container labels; follow directions carefully.

LIGHTS

Indoors or outside, use only lights that have been tested for safety. Identify these by the "UL" label from Underwriters' Laboratories.

Check each set of lights, new or old, for broken or cracked sockets, frayed or bare wires, loose connections. Discard damaged sets or repair them before using.

Check labels of outdoor lights to see that lights are weatherproof. Don't use indoor lights outside and vice-versa. Fasten outdoor lights securely to trees, house walls, or other firm support to protect from wind damage.

Use no more than three sets of lights per single extension cord.

Turn off all lights on trees and other decorations when you go to bed or leave the house. Lights could short and start a fire.

Never use electric lights on a metallic tree. Although safe when used according to manufacturers' directions, metallic trees can become charged with electricity from faulty lights. Then any person touching a branch could be electrocuted! To avoid this danger, use colored spotlights above or beside a tree, never fastened onto it!

Keep "bubbling" lights away from children. Such lights are hazardous because their bright colors and bubbling movement can tempt curious children to break candle-shaped glass, which can cut, and attempt to drink liquid, which contains a hazardous chemical.

CANDLES

Never use lighted candles on a tree or near other evergreens.

Always use non-flammable holders.

Keep away from other decorations, wrapping paper.

Place candles where they cannot be knocked down or blown over.

TRIMMINGS

Use only non-combustible or flame-retardant materials.

Wear gloves while decorating with spun glass "angel hair." It can irritate eyes or skin. A frequently used substitute is non-flammable cotton. When used alone, either is flame-proof. However, if non-flammable artificial snow is sprayed onto them, the dried combination will burn rapidly.

Choose tinsel or artificial icicles of plastic or non-leaded metals. Leaded materials are hazardous if ingested by children, pets.



MERRY *and safe* CHRISTMAS

In homes with small children, take especial care to:

- *Avoid decorations that are sharp or breakable.*
- *Keep trimmings with small removable parts out of the reach of children. Pieces could be swallowed or inhaled.*
- *Avoid trimmings that resemble candy or food. A child could eat them!*

FIRES

Before lighting any fire, remove all greens, boughs, papers and other decorations from fireplace area. Check to see that flue is open.

Keep a screen before the fireplace all the time a fire is burning.

Before closing flue, be sure that fire is completely out.

Use care with ''fire salts'' which produce colored flames when thrown on wood fires. They contain heavy metals, can cause intense gastrointestinal irritation or vomiting if eaten. Keep away from children.

PAPER

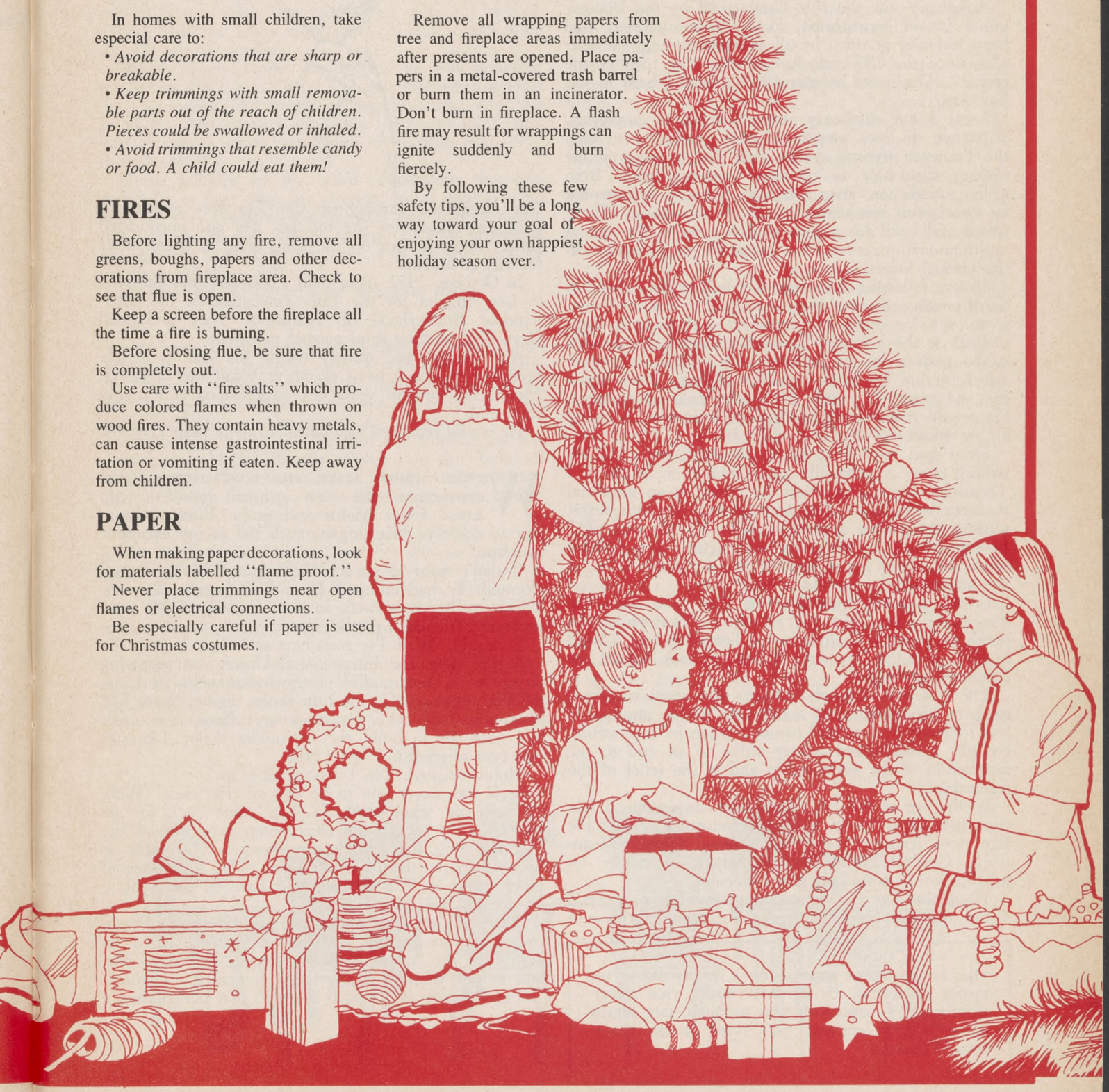
When making paper decorations, look for materials labelled ''flame proof.''

Never place trimmings near open flames or electrical connections.

Be especially careful if paper is used for Christmas costumes.

Remove all wrapping papers from tree and fireplace areas immediately after presents are opened. Place papers in a metal-covered trash barrel or burn them in an incinerator. Don't burn in fireplace. A flash fire may result for wrappings can ignite suddenly and burn fiercely.

By following these few safety tips, you'll be a long way toward your goal of enjoying your own happiest holiday season ever.



Einar—Part 3



BROTHERLINESS. THAT WAS THE WARMTH utilized by Einar Mohn, a young general organizer, to thaw the frosty Teamster leaders in San Francisco. Mohn was assigned by General President Dan Tobin in 1947 to do what Tobin had been unable to do personally:

Reunite Bay Area Teamsters with International Union policies and programs.

The task took Einar five years.

Autonomy was the rub. Guaranteed by the International Union constitution, local union autonomy had been jealously guarded by all affiliates through the decades since the IBT was formed after the turn of the century. The fierce independence was rock-hard in the Bay Area.

Local union autonomy meant nothing to employers, of course. In fact, employers were beginning to turn the Teamster strength against itself. Companies were becoming multi-state in operation—running away from union jurisdiction, after a fashion—or were represented by associations blanketing dozens of corporations. There was a real need for unions to link arms as the age of multinationalism crossed the threshold of commerce in the United States.

Mohn, following his original rebuff upon arrival in San Francisco, assessed the situation. The days of brawn were over, he knew, and unionism was going to have to learn to think its way through problems. He decided to be patient, to be friendly and to help whenever asked for aid by local Teamster leaders. Work given him, he would do quietly. He would make no speeches. He would not butt into situations uninvited. Most of all, he would stay clear of local feuds.

Einar had very little to do the first year. But his willing presence gradually grew familiar to his brother Teamsters. On one occasion, he served as an unofficial mediator between a union and an employer in a strike, settling the matter favorably. "That's what you did," he explained in an interview last August. "You grabbed what you could get a hold of and little by little, let 'em know that you wanted to help."

Einar's patience worked. Each year, more local unions called upon him for assistance. Meanwhile, the youthful Western Conference of Teamsters lent a hand to help coax the Bay Area Teamsters back toward the International Union.

The real breakthrough—Mohn's first great success—came in his handling of a long-line freight impasse. It was followed by a second triumph when he successfully brought a deadlocked bakery strike to an end to the satisfaction of the membership and to the relief of the leadership.

By the eve of the 1952 Teamsters convention, it was clear that Einar Mohn had deftly returned most of the Bay Area leaders to the International Union. Meanwhile, General President Tobin, dying of cancer, let it be known he would not seek reelection.

There was but one outstanding candidate to succeed Tobin and that was Dave Beck. His organizing prowess was recognized throughout the Teamster movement. Beck announced for the top job. He also encouraged Einar Mohn to run on the same slate as a candidate for vice president.

In October, 1952, more than 1,800 delegates gathered in Los Angeles for the 16th convention of the International Brotherhood of Teamsters. They acclaimed Dave Beck as their third general president.

Also elected and quietly taking his seat as a vice president on the general executive board was Einar O. Mohn. He was 46 years old, experienced and highly competent.

He would remain a vice president more than 21 years.

WITHIN HOURS AFTER THE CONCLUSION of the convention, the new general president cornered Einar Mohn and said: "Einar, I want you to come to Washington with me as my executive assistant."

"I don't want to go to Washington," Mohn replied although he had admired Dave Beck nearly 20 years. "I'm very happy to stay in San Francisco." He now had many friends in the Bay Area.

Beck said, "Well, I've gotta have some help."

At the time, the International Union was preparing to move its headquarters from Indianapolis, Indiana, to Washington, D.C., the hub of the nation. Space had been rented in D.C., for temporary offices. A contract had been let to build the five-million-dollar Teamster structure adjacent to Capitol Hill.

Mohn repeated, "No. I don't want to go."

Beck was never one to be put off. He said: "Well, I'll tell you what we'll do. You come back for six months, help set up the office, keep your eye on the new building that's going up—because I'm going to be busy on the road. I'm not going to be able to spend much time in Washington. We have to build up a whole new operation."

"Okay. With that understanding, I'll go to Washington for six months." Mohn had qualms when he agreed to the move. As it developed, he stayed five and a half years in D.C., and commented afterward: "I can honestly say, I aged more in that period than I

THIS IS THE FINAL ARTICLE OF A 3-PART SERIES ON EINAR O. MOHN, AN INTERNATIONAL VICE PRESIDENT FOR 21 YEARS AND NOW RETIRED. THE SERIES BEGAN IN THE OCTOBER, 1981, ISSUE OF THE TEAMSTER MAGAZINE.

have in all the other years put together."

Einar arrived in Washington in the early part of 1953. Two years later, the offices were transferred to the newly completed headquarters building. Mohn hired the staff and brought in a couple of assistants. He felt needed by Beck and did not try to break away.

The Washington years were a whirlwind for Mohn. Teamster success was galling those in America who feared or hated unionism. So they made a target of Beck and the International Union. The reason was that Teamsters—more so than any other union—were involved in non-Teamster union confrontations with management more often than any other union. It became a saying in the labor movement: 'Teamster picketline support assures victory.'

When Jimmy Hoffa was elected general president to succeed Beck in 1957, the assault intensified against the Teamsters. The height of rascality came with the infamous McClellan Committee. Senator John McClellan conducted an inquisition in hearings from 1957 through 1959.

Hoffa, hobbled by the board of monitors that prevailed for a time after his election, asked Mohn to remain in the Teamster headquarters and handle everything. Hoffa trusted Mohn, saying: "You're privileged to open the mail and take care of it. If you need to ask about anything, call me."

Einar stayed and gained some more gray hairs.

MOHN HAD SUPPORTED Hoffa over two other candidates at the 1957 IBT convention in Miami Beach, Florida. Hoffa, in return, had promised that if he was elected he would appoint Mohn as director of the Western Conference of Teamsters.

Once the courts decided that the monitorship was unnecessary, Hoffa officially moved into the Teamster headquarters. The action released Mohn from his duties. One of Hoffa's first acts was to keep his promise regarding the Conference appointment.

Einar, named WCT director in early 1958, returned to the West Coast fulltime in 1959. He proceeded to transfer the Western Conference office from Seattle to the more central location of San Francisco. There were four people on the Conference payroll. When Mohn retired 16 years later, the staff totaled 60. He hired them all.

Mohn, in terms of policy, immediately embarked upon an expansion program. While there were a million and a half members in the Teamsters Union, Einar was anxious to increase the number. After all, he often said, that's what it's all about—getting wage earners to join the labor movement.

Director Mohn was convinced that the concept of trade divisions was a good one. So he established such divisions within the WCT. There were units for freight, warehousing, etc., each with particular skills in organizing, negotiating, and grievance handling. Einar years later called it "one of the most successful things we ever did."

Einar appointed the individuals to man the various divisions. He was one of those leaders with the knack of hiring competent aides. His criteria was an individual's history of accomplishment, union background, and whether they "seemed to be reasonably on the same wave length" as himself.

As head of a growing organization in the International Brotherhood of Teamsters—already the largest union in the land—Mohn had an uncommon style of operation. He was never very formal nor was he gabby. He enjoyed listening. A typical day at the WCT headquarters, in Mohn's words, started like this:

"I always got down there before eight o'clock in the morning—I liked to get up early—and that was an hour I could go through mail, look over things without having telephones ringing, and get a lot done before the office opened officially.

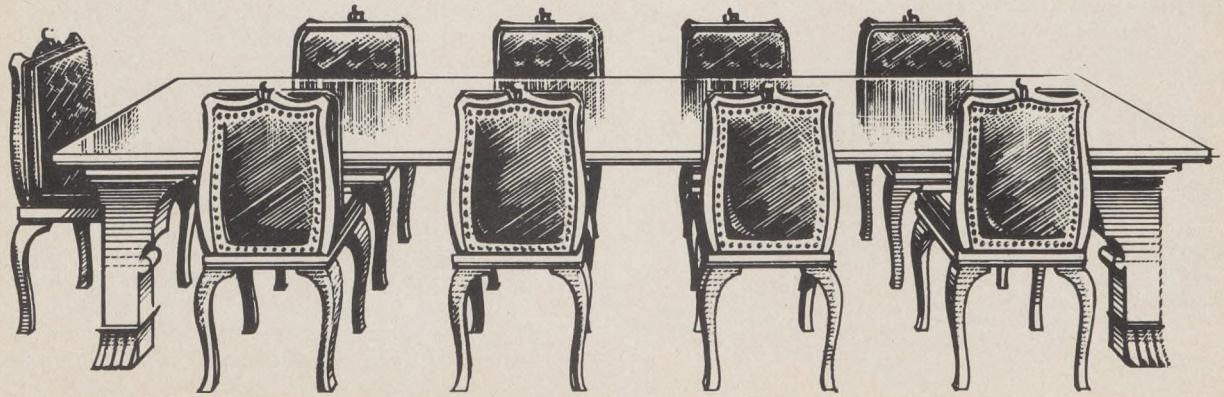
"Then about 8:30 a.m., most of the crew would have arrived. We had a coffee room in the back of the building. I made it a policy to sit there informally with all the rest of the guys. There was no concern. It was a free-wheeling deal. We would sit down for an hour.

"Many people probably thought this was an hour wasted, just drinking coffee. But I think that the exchanges that took place in an informal setting kept me more aware of what was going on and how people were thinking about things—than if I'd called 'em in one by one and talked with 'em."

THAT WAS EINAR'S WAY of solving a problem common to all leaders holding great responsibility, that is, getting input so as to have accurate knowledge of exactly what is happening in their area of responsibility. There were other ways of doing this, too.

"You have to have the right kind of rapport with the people who are out in the field," is the way Mohn describes it. "The door to my office was always open. If somebody came in to talk to me and asked, 'May I close the door?' I would reply, 'That's up to you.'" Seldom was his door closed.

Perhaps one of the most effective methods Mohn



used to keep track of what was happening in the Conference was through the medium of the regular Conference meetings. Talking with the delegates was instructive for him. He also thought of the meetings as learning sessions necessary to teach and develop younger union leaders. Einar's guest speakers were invariably important figures in the fields of government and economics.

"Education for the young union leader is very necessary, if not the most necessary ingredient of all," according to Mohn. "It is necessary to expose them to the thinking of people outside the union movement, people that are important in shaping the policy of how this whole business runs.

"That's what I tried to do—to bring in speakers who were not identified as union people. But they were people who played very important roles in the whole philosophy of our government. There was no other way that most of the leadership at our local union level was ever going to be exposed to that.

"We were successful, I think, pulling together some 700 people every time we had a meeting. We put in a full day with near-perfect attendance—and that told me something for we had no way of enforcing attendance upon people. They either liked it or they didn't. It told me that when you afford young union leaders an opportunity like that, they take advantage of it."

Another thing Einar learned as head of a Conference with affiliates representing more than a half-million members in a dozen states, was how to mediate among his own people. Whether it was individual disputes, jurisdictional conflicts, or whatever, Mohn learned to play for time so things would cool off and an approach of reason could be made.

His opinion: "It's very easy to sit back and make a decision and say this is it, but very few of those kinds of decisions seem to really resolve the problem."

The best ending to an internal dispute, Einar found, was that in which the combatants reached agreement with the proper encouragement.

SOMEWHAT THE SAME APPROACH marked Einar Mohn's dealings with employers. He got along well with them. The main reason was that he was able to recognize the sharpshooters on the other side and to out-flank them. Fortunately, there were trustworthy men among the opposition.

Einar would never allow himself to become locked into a situation with an employer—the point where all the doors were barred and there was no way out. His strategy:

"You don't permit yourself to get into that kind of position. You always have to leave some maneuvering room. Time is always in your favor—and the concept works. I can't think of any situation that was ever so insoluble that you just had to walk away from it and let it go. I can't recall any that I experienced."

Such a policy can be dangerous for a person in a leadership role. As Einar puts it: "Sometimes you made your people very unhappy that you didn't move. You have to assert a responsibility sometimes that isn't pleasant—and isn't popular."

Mohn is convinced that what is *reasonable* is not the direction in which to seek an answer. It is his view, after years of experience, that everybody has his own interpretation of what is reasonable. So what is reasonable worth? "What is *possible*, I think, is what you have to decide."

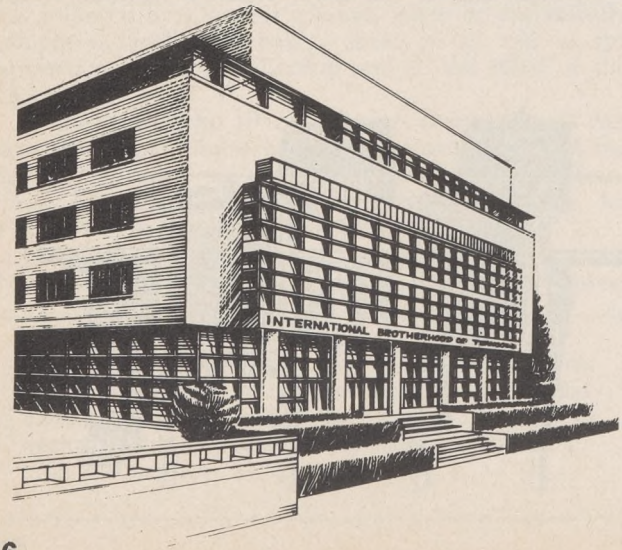
Leadership, in other words, is not easy. Nor was it ever meant to be. Each leader has his own way of doing things. As Einar stated a few months ago when remarking against what he called 'clone leadership':

"Every elected officer has his own style. Individuality has held the Teamsters together all these years. The leaders of the past did the job the best they could, each according to their own method. Leaders of the future, I'm sure, will do the same."

It was as an International Union vice president sitting on the general executive board that Einar Mohn probably made his greatest contribution to the Teamsters movement through the years.

The board meets quarterly. Between times, the vice presidents are responsible for affairs in their assigned areas. The board meetings themselves are certainly not week-long vacations. Rather, they are a time—high-powered in action yet low-key during performance—in which the board members must together square the International Union's constitutional law and operational policy with the facts of life. They prefer to do so unanimously.

Einar Mohn was always one of the leaders among the leaders in this respect.



ALTOGETHER THROUGH THE YEARS, Einar Mohn served on the Teamster general executive board under three general presidents: Dave Beck, Jimmy Hoffa and Frank E. Fitzsimmons. He accorded respect to each of them. They responded in kind.

Mohn, in his decades as a vice president, remained impressed with the consistently calm reasonableness with which the board did its work. Each officer seemed to understand the other's problem. Often, while they might not know the details, they had experienced the same thing themselves.

Much of a Teamster board meeting might seem perfunctory to a stranger. The officers discuss strike sanctions, each relating the experience in his area. There is a closed session on finance, personnel problems and other touchy matters.

When brought forward, the board adjudges jurisdictional disputes between affiliates. It also considers the financing of organizing campaigns and whether to allow a charter to lapse or approve a new one. It considers appeals according to the requirements of the International Union constitution. It also entertains prospective no-raid agreements with other unions, grants,

charity donations and so on.

Most of the decisions are made with relative ease because they are automatic in nature, that is, no other conclusion is acceptable from a trade union standpoint. However, when there is a proposal on entering any new or costly program, there is plenty of discussion. Every member of the board has his say about the union's policy and monies.

Einar's criteria for effectively balancing his share of the authority was the product of much thought on the subject:

"All through the years of leadership, you're under some kind of guidance. First the members tell you what they want. Then the general president says what he wants. You more or less have to be in the middle—responsible for people yet you also have people to whom you are responsible.

"Meanwhile, you have to establish a relationship of trust in both directions—up and down. If they trust you from both directions, then you stand a pretty good chance of working something out the right way."

There is a tendency for a board member to think, Mohn admits, that he makes all his decisions by himself. That notion is false. The proof is that other people may or may not understand your decisions and so the decisions become subject to change—sometimes embarrassingly so.

Einar studied to learn decisiveness.

MOHN DEVELOPED SOME MAXIMS to guide him in his executive board work. For example: "At the highest level of leadership there is a great respect for leadership. There has to be." He never went to a general president to have him make Mohn's decision.

On the other hand, Einar felt free to disagree with the general president. He discovered, however, that the best place to do so was in the general president's office without the board as witness. "If his position doesn't get support and loyalty, he's never going to be able to do anything anyway."

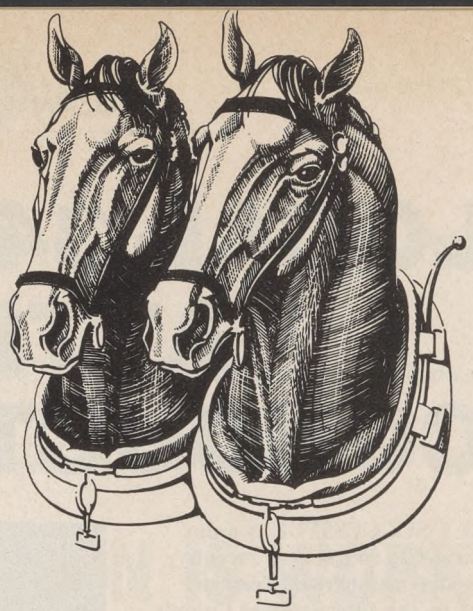
Einar would never surprise a general president in a board meeting. "If I had something to bring up that really was of any importance, I would always sit down with the general president in advance and alert him. It is common sense—not a question of fear—just old-fashioned courtesy. For a vice president to suddenly dump something out on the table, and it is apparent that the general president never heard of it before, well, that's tough going from all quarters."

On the rare occasion when such a thing might occur, it was sometimes inevitable that two or more of the board members would get upset. That was when Einar Mohn instantly functioned as peacemaker. He would pacify tempers by reminding the officers of their responsibilities. He would urge a recess and then make a private plea for delay on the matter.

Mohn was able to impart to his colleagues his continuing respect for protocol on the board—protocol being that intangible which determines how people deal with one another and especially how they deal with the man in the top chair.

Even today Einar remembers vividly the position of awesome responsibility carried by every general president of the International Brotherhood of Teamsters, saying:

"You have to consider the man's problems. You should never go out of your way to embarrass him in front of other people. And certainly you should never



put yourself up as the No. 1 antagonist of the general president. That's stupid on your part."

It works both ways—the general president has to consider everybody else's problems.

* * *

EINAR O. MOHN RETIRED *in 1974 to complete a career of 41 years' leadership in the Teamsters Union. But he did not drop away from the Teamster movement. Nor did he exit from society to become a recluse. He remains extremely active.*

A widower, Mohn resides in Menlo Park, California, a long way from Atwater, Minnesota, where he was born in August, 1906. He has three sons—the eldest, Bruce, being an International general auditor—and four teenage grandchildren of which he is very proud.

Much of Einar's time is taken with the Western Conference of Teamsters retirees program and he receives no recompense. He also is a leader in the National Senior Citizens Council. He serves on a regional board for the Cancer Foundation. He has been a prime mover in starting a hospice program in the Bay Area. Once a regent for the University of California, Mohn's educational effort today is focused on adult Bible classes which he teaches for his church. He also serves on the board of the Lutheran Care for the Aged Association.

Looking back on the past, Einar has powerful sentiments on the subject of the family life of a union leader:

"My wife, Margaret, was a jewel. She never gave me a bad time about my union work as long as she lived. When I worked for the International Union and later became chairman of the Western Conference, I averaged 160 days a year away from home. . . .

"When my two eldest sons came along, they hardly knew their father—as they were growing up, little kids. That happens to a lot of men. I would not mind going through it all again but would not want to do it with that loss—family relationships that I had to miss. . . .

"Union wives have to be very dedicated—as dedicated as their husbands. It's probably tougher on them than anybody else. I was blessed when I married Margaret because she put up with an awful lot."

Einar has a simple explanation for the answer to the question of where union leaders come from:

"Union leaders start out like everybody else does. They start out as a member of the union. Some people take an interest in what is happening—and that's where the leaders come from."

LOCAL 344 STEWARDS ATTEND IBT CONDUCTED SEMINAR

A HIGHLY SUCCESSFUL two-day steward training course was recently conducted for members of Teamster Local 344 by the International Union's research and education department.

Turnout for the program was large and enthusiastic both days, reports Local 344 Secretary-Treasurer Charles Pieper, who commended the program conducted by Research and Education Director Arthur Kane and program coordinator Sally Payne.

During the training course, stewards were drilled extensively on their duties and responsibilities as union representatives. Among the many questions raised and discussed were some intricately related to good stewardship.

When does a problem become a formal grievance? the group was asked. When a member comes to you with a problem, what must you do before entering it into the formal steps of the grievance procedure? What is the difference between mediation and arbitration? What are some of the tactics used by management to hamper effective grievance handling? What are some of the tactics you can use to successfully resolve grievances?

These were but a few of the topics dealt with by the group over the two-day period, but by grappling with these questions, Local 344 stewards could see more clearly what their roles were in developing and presenting a grievance successfully.

The fine points of presenting a case and preparing witnesses also was demonstrated and analyzed in a film participants saw, *The Truth of the Matter.*

Payne went over a detailed questionnaire with participants and explained how they should proceed in preparing their case. The group was then divided into union and management teams and given material and time to develop presentations on a hypothetical grievance case.

More than 80 stewards participated in the Local 344 seminar, many of them Teamsters employed at United Parcel Service in the Milwaukee area.



Research and Education Director Arthur Kane (right) here discusses the program with two Local 344 stewards. Below, Local 344 Secretary-Treasurer Charles Pieper presents graduation certificates to stewards James H. Brown (left) of Coca-Cola and Patricia Rinzel of Schoolway Transportation at the conclusion of the training program.



IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

TARGET OF NEW OSHA PLAN IS WORKERS

SEVERAL months ago, OSHA Administrator Thorne Auchter asked major labor unions, including the Teamsters, to comment on a new industrial inspection targeting system then under consideration. The proposal was roundly criticized by labor as a rehashed version of last year's notorious Schweiker bill, which was withdrawn from consideration in the face of unified labor opposition. Yet, on October 1, 1981, the new targeting package went into effect in a form virtually unchanged from the original proposal.

The heart of the system is the targeting of OSHA inspections at companies with high accident rates in the most hazardous industries. Such a program, by itself, has labor's support. As IBT Safety and Health Director R. V. Durham wrote in his comments to Auchter: "When integrated with complaint, special emphasis and other inspections, well-targeted programmed inspections can maximize the effectiveness of OSHA's limited compliance resources, while increasing the vital deterrent effect that the possibility of inspection creates."

The fatal flaw in the plan involves *exemptions*. Entire industries with lost workday rates less than the national average (presently 5.7 lost workdays per 100 workers per year) are completely exempt from OSHA scheduled inspections. Not only does the plan thus exempt a vast number of companies, it also denies the full protection of OSHA law to workers in shops employing fewer than 11 people, since such businesses are not required to keep lost workday records.

Companies in industries with lost workday rates above the national average still have a second shot at gaining exemption from inspection under the plan. When the OSHA inspector begins an inspection, the first thing he or she will now do is examine the company's lost workday records. If those records show a rate below the national average, the OSHA inspector will pack his bags and leave without so much as a glance at the operation itself. Durham pointed out that this "second bite of the apple" exemption may well be a waste of valuable compliance officer time.

The IBT steadfastly maintained that no employer should be exempt from the possibility of OSHA surprise inspection. Just as the possibility of an income tax audit, even though it be quite remote, tends to keep the taxpayer honest, the IBT feels that the chance of an OSHA inspection provides an incentive for employers to follow the law.

Yet another problem with OSHA's new plan is the incentive it creates for dishonest employers to falsify lost workday records. Documented instances of record falsification abound, and injured workers are often coerced to remain at work to avoid worker's compensation claims. The new OSHA procedure creates another reason to continue this illegal and immoral practice.

The IBT is not alone in its opposition to the plan. In recent Senate hearings, AFL-CIO Legislative Director Ray Denison said the plan would deny equal protection to more than 13 million workers whose employers are now exempt. Senator Edward Kennedy (D-Mass.) called the plan part of a "calculated subversion" of the law that created OSHA.

The plan does not affect complaint and other types of inspections. However, as the *International Teamster* goes to press, OSHA is considering fundamental changes in its handling of complaint inspections. Rather than the present policy of conducting an immediate inspection in response to an employee or employee representative's formal complaint, OSHA proposes to send a letter to the employer informing him of the hazard and requesting "voluntary compliance." OSHA will then contact the complainant to see if the hazard has been corrected. If the complaining party is satisfied or there is no response within 10 days, OSHA proposes not to inspect.

Informal (e.g., telephone) complaints would also be affected under the proposal. If the employer assures OSHA that the hazard has been corrected or that corrective action "is planned," no inspection will occur, even though OSHA has no way to verify the employer's claim.

The IBT and other unions plan to fight these and other OSHA changes which will reduce workers' safety and health protections. It becomes increasingly important for all Teamsters to realize that their fundamental statutory right to a safe and healthy workplace may soon be in serious jeopardy.

EDB UPDATE

THE fight over the handling of the toxic, cancer-causing pesticide "EDB" escalated once again, as the California OSHA Standards Board held hearings in Sacramento last month.

The board recently set an emergency standard on EDB use limiting worker exposure to less than one percent of that allowed under federal standards. As part of the standard-setting process, the board heard testimony from growers, shippers, retailers and labor. After the industry bemoaned its inability to live under CAL/OSHA's standard, IBT Western Conference Safety and Health Coordinator Warren Morse testified, giving the full support of the Teamsters Union to California's action.

"We in California are fortunate in having a responsive OSHA program which took prompt action to address this hazard . . . but we must point out that there is still a long way to go. The level should come down."

Morse echoed the previous statement of General President Williams in stating that no Teamster should handle EDB-treated fruit unless that worker is certain he or she is not being exposed to EDB.

While the California rulemaking continues, no action has been taken on the IBT petition to Federal OSHA requesting a new, lower EDB standard. That petition was filed September 2, 1981.

ACTIVE IBT LOCALS

SYRACUSE, NEW YORK

Teamsters Are Front & Center at State Fair

Teamsters from Syracuse, New York Local 317 staffed a display booth at this year's New York State Fair to tell fair visitors about the Teamsters and help celebrate the 100th anniversary of organized labor.

Among the exhibits at the Teamster booth was a 1923 Model T delivery truck similar to those used by members in years gone by, this loaned by Stott & Davis Motor Lines. Another popular feature was the horse-drawn delivery wagon driven by two Teamsters that demonstrated for fairgoers how supplies were delivered in the days before the invention of the automobile or truck.

In addition to informational literature about the union available at the fair booth, visitors could learn more about the union and its diverse membership from the Local 317 officers and members staffing the booth and from Teamster retirees on hand throughout the two-week run of the fair, August 24 through Labor Day, September 7, 1981.

Teamsters even managed to raise more than $2,000 for Muscular Dystrophy during the fair, by providing a canister near their exhibit to accept the generous contributions of those attending the fair.



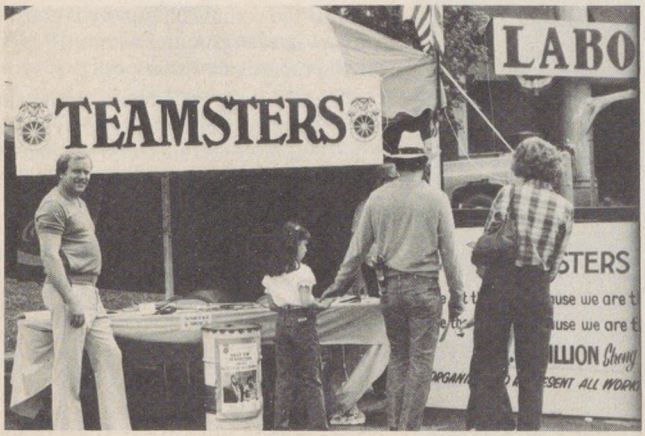
Here are some scenes from the Teamster display at the fair, just as New York fairgoers saw them.

A fairgoer examines the Stott & Davis Motor Lines 1923 Model T delivery truck on display at the Teamsters' exhibit.

Helping to push donations for Muscular Dystrophy over the $2,000 mark at the Teamsters booth at the N.Y. State Fair were Local 317 Business Agents William Murray and John Delguidice. They and other officers of the New York local were on hand Labor Day weekend to tell visitors about the Teamsters.









Here, Teamster Local 317 members Bill Lynch (left) and Bob Lynch (right) show off their delivery wagon for Harry Osborne Building Supplies to fairgoers.

Fair visitors learn about our union at the Teamster booth, one of several union exhibits on the site helping to celebrate organized labor's centennial.

HARRISBURG, PENNSYLVANIA

Representation Victories Benefit Pa. Teamsters

Innovative representation by officers of Teamster Local 776 resulted recently in several major gains for members of that Harrisburg, Pa. local union.

In one instance, thanks to Local 776's persistent and successful prosecution of a pilot case through the Pennsylvania courts between March of 1980 and 1981, exploring a loophole in the State No-Fault Insurance Law, an employee who is injured in a company vehicle now will be able to collect the difference between workmen's compensation benefits and his average earnings under a "lost wage" provision of the Pennsylvania law.

The Teamster local's pilot case, suing for this right, was recently decided in Local 776's favor by the Pennsylvania courts.

The loophole enables anyone eligible for an indemnity through their insurance company due to a no-fault accident involving a company vehicle to go through his own insurance agent to collect a settlement.

Local 776 has collected more than $152,000 in settlements during the past year on behalf of its members, thanks to utilization of this provision. Attorney and court fees for the pilot case—more than $10,000—were paid by the local union. The test case involved a total of 15 individual Teamster members.

More than $500,000 in unemployment compensation benefits also has been collected by Teamster Local 776 recently on behalf of laid-off employees. Prior to issuance of a new Unemployment Compensation Board decision, a laid-off employee who was an "intermittent worker" (one who agrees to work for the company whenever work is available on an intermittent basis) had his weekly unemployment benefits reduced by the wages he would have earned for each day's work even if he did not answer the telephone or was otherwise unavailable. Thus, an intermittent worker was required to sit by the phone 24-hours a day, seven days a week on a seven-day operation.

However, the UC Board, acting on a Teamster petition, recently determined that it is unreasonable to expect a person to sit by the phone "in case" there is work. The board ruled that, as long as an employee makes an effort to contact his employer on a daily basis, the worker would not be denied unemployment compensation.

In other settlements, successfully arbitrated discharge cases have also resulted in payments totaling $85,000 for Local 776 members. The two largest settlements were $10,000 and $4,000, both for employees of Keystone Railway Company. Another settlement of at least $6,000 for a member employed by Fruehauf Corporation was made when Local 776 arbitrated the company's refusal to reinstate this member as a driver after his pacemaker was removed upon recovering from a heart attack.



Donald R. Moudy (right), president of Teamster Local 776, here presents a $14,800 check to Larry Witmer (left), an employee of Transcon Lines, which was part of the settlement from a pilot case regarding a loophole in the no-fault insurance law in the state of Pennsylvania successfully litigated by the Teamster local.

In addition, approximately $57,000 in non-contractual severance pay was negotiated for five employees of Stanley Home Products, which ceased operation, and 32 employees of Keystone Railway Company (when that firm transferred a portion of its operation out of Local 776's jurisdiction).

Thus far, Teamster Local 776 has netted more than $800,000 in all recently for members. This success is attributed to the diligent efforts of the local's officers including Don R. Moudy, president; Paul Fritz, secretary-treasurer; and Harry Arnold, Richard Farley, Thomas Klinger, Wayne Shughart and Jerry Watt, business agents.



SALISBURY, MARYLAND

New Local 876 Officers Sworn-In

New officers of Salisbury, Maryland, Teamster Local 876 were sworn-in recently at a ceremony in Ocean City, Maryland. Inducting the new officers into office was IBT International Vice President Maurice R. Schurr.

Shown here, from left to right, with Schurr, after taking their oaths of office, are: Local 876 Trustee Robert Murray, Recording Secretary Geneva Davis, Trustee Jim Allen, Vice President Schurr, Local 876 Vice President Bill Neal, President Ron Reynolds and Secretary-Treasurer Robert J. Reynolds.

ACTIVE IBT LOCALS

ELMHURST, NEW YORK

N.Y. Teamsters Win Unusual Compensation

Teamster Local 757 employees of Kraft, Inc. Dairy Group, New York, recently won a ruling entitling them to unemployment benefits for work days lost last year when they individually refused to cross picket lines at their New York plant set up by striking Teamster Local 380 of Boston.

The ruling by an administrative law judge of the State Department of Labor further highlights an already unique provision of the N.Y. labor law allowing benefits for workers engaged in strikes or other "industrial controversies."

Claims for unemployment benefits were filed last spring by Local 757 employees who went out on strike May 1, 1980. The Local 757 strike lasted until June 12. Meanwhile, Local 380 employees began a strike at their Kraft, Inc., plant in Framingham, Mass., and sent pickets down to the New York plant. The pickets arrived as the Local 757 employees were returning to work after the end of *their* strike. When Local 757 employees refused to cross the picket line, the company closed the plant and no one worked for another three weeks.

Unlike most states, under the New York labor law, employees who lose employment because of an industrial controversy at their establishment are entitled to unemployment benefits, although the benefits are suspended for the first seven weeks of unemployment or until the industrial controversy is over.

Since the Local 757 strike against Kraft lasted six weeks, the employees' benefits were suspended for that entire period. In addition, the industrial commissioner determined that a separate industrial controversy began at the New York Kraft plant when the pickets from Local 380 appeared. Thus, the state suspended the New York employees' benefits for the additional three weeks of the Local 380 picketing.

Charles Fontana, secretary-treasurer and business agent for Local 757, challenged the industrial commissioner's determinations on behalf of some of his members in a test case binding on all claimants.

Following a lengthy hearing and the submission of briefs, the administrative law judge ruled in the Teamsters' favor and held that no separate industrial controversy existed at the New York Kraft plant, notwithstanding the pickets from Local 380 and the refusal of the New York employees to cross the picket line.

The Teamster members were thus held entitled to unemployment benefits for the three weeks' work lost after the end of the Local 757 strike.

"We're proud to say we won another victory for our members at Kraft, Inc.," said Fontana of the successful decision in the Teamsters' favor.

PROVIDENCE, RHODE ISLAND

Local 251 Gold Card Anniversary Is Celebrated

Trustees of Teamster Local 251's health services & insurance plan recently celebrated the first anniversary of the local's unique Gold Card Plan, a health and welfare benefits package that dramatically expanded benefits for Local 251 Teamsters and their families with its implementation in October, 1980.

When the program was introduced, it was touted as the most advanced plan ever offered by Rhode Island Blue Cross/Blue Shield. With 1981 additions to the benefits package, the plan remains unparalleled by any other within the state.

Special ceremonies hosted by Rhode Island's governor, a full-page newspaper ad describing new benefits available to Teamster members and a special issue of Local 251's health education publication, LIFESTYLE, reminding members of the benefits offered by the plan, were among the events that helped celebrate the anniversary milestone.

At a breakfast in the executive chamber of the State House, Rhode Island Governor J. Joseph Garrahy read a proclamation declaring October 1 as "Teamsters Local 251 Gold Card Day in Rhode Island." The governor also lauded Local 251 Secretary-Treasurer Alexander Hylek for his role in spearheading development of the innovative plan to ensure the continued security of members' health and other fringe benefits well beyond the scope of similar health benefit funds.

Secretary-Treasurer Hylek, speaking on behalf of the board of trustees, commemorated the anniversary by saying, "What we did a year ago set the pace for benefit development but we can never be satisfied with the status quo." Hylek pledged continued dedication to the cause of improving the quality of life for all Teamster members and their families.



Here, Local 251 Secretary-Treasurer Alexander J. Hylek (left) and President John E. Amaral (right) flank Rhode Island Governor J. Joseph Garrahy at a State House ceremony honoring the comprehensive and unique "Gold Card" health plan initiated by Local 251 for members.

Over the last 26 years, the local's health and welfare plan has sought to play an ever-increasing role in helping to alleviate the fear of "medical cost bankruptcy" by continually seeking more comprehensive benefits. Today, those benefits include no-deductible million-dollar major medical provisions, paid-in-full prescription care, four levels of dental coverage and coverage of student dependents until age 25, among other provisions.

Explains Hylek, "Teamster Local 251 benefits are something we can provide our members that they can't provide for themselves and their families. As the cost of health care increases, the value of this GOLD CARD PLAN increases too. In a real sense, it's worth its weight in gold . . . and more."



BALTIMORE, MARYLAND

Teamsters Win Day On Arbitration Case

Teamster Local 557 of Baltimore, Md., was the victor recently in an arbitration case concerning its owner-operator members employed at Helm's Express-Astro Division.

The favorable verdict handed down by the Eastern Conference Joint Area Committee concerned a grievance over Helm's Express-Astro Division's arbitrary policy of deducting three percent from the pay of owner-operators employed at its Baltimore terminal.

The committee, in upholding the local union's position, ordered Helm's Express-Astro Division to reimburse the owner-operators in the amount of $30,424.00 and to pay the drivers the full 75% as provided for in their contract.

Here, Local 557 President Jack Eisenberg explains the favorable decision to Helm's Express-Astro Division stewards Sidney Smith (left) and Jim Schultz (right).

WASHINGTON, D.C.

Teamster Staffer Rolls Up Arthritis Aid

The Metropolitan Washington Arthritis Foundation is $40,000 richer, thanks to generous Washington, D.C. area residents and a highly successful "Q107 Walk and Roll for Arthritis" fund-raising campaign spearheaded by Washington radio station Q107-FM and two of its disc jockeys, Doug Limerick and Dude Walker, who served as co-chairmen of the fund-raising drive.

Helping raise funds for the charity during the October 4 day-long event was IBT headquarters accounting department staffer Jack Seifert. Seifert, who rode his bicycle in the event after collecting pledges and donations from a number of sponsors, among them Teamster headquarters personnel, was named "Most Valuable Roller" by the radio station after toting up more than $503 in contributions.

Funds raised in the "Walk and Roll," which included walkers, bikers, roller-skaters and skateboarders, will be used to help support programs in the Washington, D.C. area aiding more than 400,000 arthritis sufferers, among them some 3,500 children.

Arthritis, Seifert points out, is the nation's #1 crippling disease. The Metropolitan Washington Arthritis Chapter, in addition to sponsoring needed research aimed at finding the best treatments and an ultimate cure for this disease, also provides patient and community services.



LYNN, MASSACHUSETTS

IBT Local 42 Scores Arbitration Win

More than $122,745 was the arbitration award shared by 17 Teamsters, members of Lynn, Massachusetts Local 42 recently, all of whom were involved in a grievance case against their employer, Wells Fargo.

At issue in the Teamsters' case against the company was the right of members employed at Wells Fargo in Lynn, Mass., to respect pickets sent from Local 807 in New York City who were on strike against this company.

Here, Local 42 President Frank Salemme hands out a backpay award to two of the 17 Teamster full and part-timers involved in the case after an arbitrator ruled in the union's favor. On hand for the happy occasion was IBT International Vice President Harold Gibbons, who presently is coordinating a national campaign to support Local 807's year-old strike and keep Wells-Fargo from engaging in union-busting activities.



Here, at the check presentation, are from left: IBT Vice President Harold J. Gibbons, Wells Fargo Steward Robert Greenwood, Local 42 President Frank Salemme, driver James Hafferty and Local 42 Secretary-Treasurer Richard A. Sewell.

ACTIVE IBT LOCALS



GARY, INDIANA

Teamster Officer Named to Commission

Teamster Local 142 Secretary-Treasurer Donald Sawochka recently was honored by Indiana's governor, Robert D. Orr, with an appointment to the Judicial Nominating Commission for the Lake County Superior Court.

Sawochka was notified of his appointment, effective October 13, 1981, in a letter from the governor. His term as an officer on this prestigious panel will run until September 30, 1985.

KANSAS CITY, MISSOURI

Local 955 Helps Teamster Win

Teamster Local 955 member Glover Sain (left) is shown here receiving a $4,213.34 arbitration award from Local 955 President Ron Larson. Brother Sain's award was the result of an arbitration settlement successfully negotiated by his Teamster local for him.



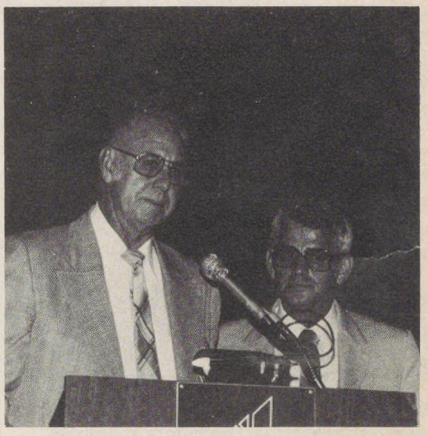
SOUTH BEND, INDIANA

Retirees Honored By Indiana Local

Teamster retirees from South Bend, Ind., Local 364 were honored recently at the local union's 25th annual retirement dinner. This special event has been convened by Local 364 each year since the inception of the Central States Pension Fund, by which these members are covered.

This year's dinner, held in South Bend, was attended by more than 500 Local 364 retirees, their spouses, guests, dignitaries and staff members. Retirees were commended during the dinner in speeches by local dignitaries and in remarks by Loran W. Robbins, president of the Indiana Conference of Teamsters and a Central States Pension Fund trustee.

Pictured below are Local 365's 1981 retirees, who were among those honored at the dinner. In the back row, from left, are: Robert Thornton, Owen Broomall, Homer Berry, Warren McCarter, James Morris, Warren Potter, Albert Alm, Indiana Conference of Teamsters President Loran Robbins, John Hershberger, William Wade, Charles Raymond, John Beam, Douglas Graham, Donald Robinson, Robert Mynsberge and Arthur Pawlowski. In the front row, from left, are: Elmer Worl, Ernest Mejer, Jay Pittenger, Dale Fansler, Al V. Gapinski, Ervin Karbowski, Otto Dovenmuehle, Julia Pilsitz, Local 364 President Roland A. Wardlow, Harry Portman, Stanford Lottie, Wayne Bates, Cecil Conley, William DeGroot, Wilburn Everett, Richard Bush, Clifford Schuster and Elmer Miller.



In the photo above, Wardlow (right) introduces Robbins to the group at the dinner. In all, some 500 people attended the event.



DUBUQUE, IOWA

Six Teamsters Receive Awards

A million of anything is quite a lot. But when you stop to consider that a trip from coast to coast is roughly 3,000 miles, it's 25,000 miles around the world, and 240,000 miles to the moon, you gain a little perspective into what an award that signifies that you've driven safely for more than one million miles is all about.

Recently, six drivers employed by Inland Molasses Company of Dubuque, Iowa, all members of Teamster Local 421, received such awards. Pictured here, left to right, are: Daniel Grimes, Glen Middaugh, Francis Scholbrock, Dale Phillips and Ted Neurauter. Not pictured is Gerald Cavanaugh. Six million miles of safe driving is a record milestone for the company as well as these outstanding drivers. Congratulations Teamsters!



CHICAGO, ILLINOIS

Teamster Local Scores Two Big Arbitration Wins

Teamster Local 738 of Chicago, Illinois, went to bat for members twice in recent months, both times scoring home runs for members by means of arbitration wins.

In the first case, the Teamster local won a hefty $65,238.96 arbitration award from Certified Grocers of Illinois on behalf of members.

At issue in this case was whether the company had violated its labor agreement by using temporary manpower as replacements for absentees on a daily basis in the regular work weeks between January 1, 1980 and June 1, 1980, without first offering such work on an overtime basis to bargaining unit employees.

It was the arbitrator's ruling that the company had violated the agreement, and thus came the award for restitution to the Teamsters involved.

In another case, this one involving Franklin Park Branch Frito-Lay salesman Don Scanlon, arbitration ensued after the Teamster was suspended and later fired for what his regional sales manager termed faulty "job performance," after the manager monitored the driver-salesman's route and allegedly found $10 in stale bakery merchandise on store shelves.

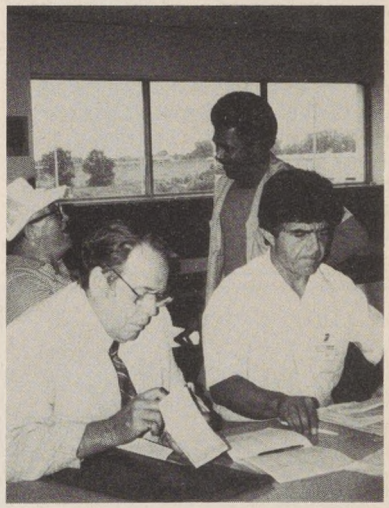
After discussing the problem with his sales manager and receiving no satisfaction, Local 738 member Scanlon filed a grievance with his Teamster local. Scanlon argued that he actually had been fired because he was a strong and vocal supporter of the local union within the company and had, in fact, served as a committeeman on the last negotiating team.

During an arbitration that followed, some 16 witnesses testified in the Teamster's behalf, including three store managers, Local 738 President Manny Pearl (who acting as business representative also processed the case from its early stages through the arbitration hearing), his steward George Suchecki and eight other route salesmen from his branch.

After plowing through more than 900 pages of testimony, an arbitrator ruled recently that Scanlon had been unjustly discharged and was entitled to reinstatement with all rights and full backpay totaling $26,020.75.

These two cases are just a few among many that prove that union membership can really pay off when you need help. As reinstated Frito-Lay Driver-Salesman Don Scanlon notes: "Some people say 'what good are unions.' Well, I can give you $26,020.75 reasons why they are the only ones who can help you when you're in trouble."

Below, happily victorious Teamster arbitration winner Don Scanlon (center) receives his $26,020.75 award from Manny Pearl (left), president of the Teamster local, and Armando (Mondo) Fosco (right), secretary-treasurer.



Above, preparing to distribute $65,238.96 in backpay awards to Local 738 members employed by Certified Grocers are Trustee Thomas Cash (left) and Business Representative Ralph Massey (right).



ACTIVE IBT LOCALS

CLEVELAND, OHIO

Ohio Conf.'s Locigno Commended by Jaycees

Paul R. Locigno, director of research for the Ohio Conference of Teamsters, was recently named one of the "Outstanding Young Men of America" in an annual compilation endorsed by the U. S. Jaycees.

Nominees for the honor are chosen for their "outstanding civic and professional contributions to their communities, their states and their nation."

Locigno, 33, was a member of Teamster Local 407 working at McLean Freight for six years before moving into research and government work with the union. He is a graduate of Case Western Reserve University and studied law at Cleveland State University.

Active in the campaign of Ronald Reagan for the presidency, Locigno was appointed vice-chairman of the labor committee of the Reagan Inaugural organization.

CLEVELAND, OHIO

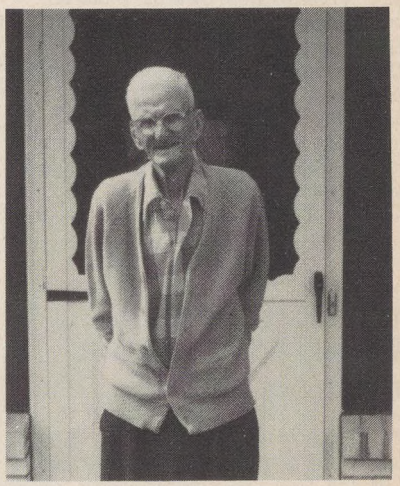
Retiree Finds Gold At End of His Rainbow

Teamster Local 24 retiree Ralph E. Butler is a real believer in rainbows these days. The 76-year-old former truck driver just found a $33,400 pot of gold at the end of his the other day—a Central States pension that had been piling up for 13 years.

The retired Teamster recently claimed that windfall, thanks to the determined and dogged efforts of the Ohio Conference of Teamsters Service Bureau. For more than two years, the Bureau had logged letters, affidavits and long distance calls trying to establish that Butler had, indeed, driven a team and wagon as early as 1922, and was qualified for a Central States pension for all those years of service.

Butler outlived his original Teamster local, Local 712. He was a member of Akron Local 24 when he climbed down from his cab for the last time in 1968.

Earlier efforts to establish his years of eligibility had provided nothing but frustration until the Teamsters Service Bureau took up the trail. So far as the Bureau knows, the $33,400 Butler has just collected constitutes a record for a back pension "find."





CINCINNATI, OHIO

Local 100 Member Retires in Ohio

Mark Dobson, a veteran member of Teamster Local 100 in Cincinnati, retired recently after an 18-year career with Spector Red Ball Freight System. Here Brother Dobson poses with his truck prior to making one of his last runs.

DETROIT, MICHIGAN

Owner-Operators Receive Teamster Aid

Teamster Local 247 of Detroit, Mich., rode to the rescue of a group of owner-operator members recently after the drivers' employer, Minority Excavating, failed to pay them for work they had completed.

Under the terms of the Michigan Road Builders Agreement, owner-operator members of the Teamster local are paid in two checks—one for their driver's wages and the other for the truck rental, noted John Calandra, vice president and business agent of the Michigan local.

The drivers had been hired by Minority Excavating, a small contractor, to complete a job on which the company was subcontractor for John Carlo, Inc. at Metropolitan Airport. Unfortunately, the small company was depending on being paid for the job before paying the owner-operators.

Calandra approached the contractor, John Carlo, Inc., after which the company agreed to pay the members directly. Thanks to Teamster intervention, the drivers received about $50,000 due them, with most of the drivers involved receiving individual checks for approximately $6,000.00 each.



Here Local 247 Vice President John Calandra details the settlement to his secretary, Florence Steiff.

CHICAGO, ILLINOIS

Teamsters Walk For Little City

The southwest Cook County Forest Preserves were again the scene of a very successful "walk-a-thon" by Teamsters recently for the benefit of Little City of Palatine, Illinois.

Little City is a non-profit, non-sectarian residential community dedicated to the training, treatment and rehabilitation of mentally and blind mentally retarded children and young adults.

Participating in this second annual "Walk for Little City" were business agents, organizers, general staff, stewards and members of Teamster locals within the Joint Council 25 area.

The first "Teamsters' Walk for Little City," conceived and initiated in 1980 by Teamster Local 710 Secretary-Treasurer William Joyce, a member of the board of directors of Little City and chairman of its fund-raising committee, was such a success last October, despite the damp, chilly weather and first snow flurries of the season, that walkers vowed to do it again.

This year they did and made the walk-a-thon a joint venture, with Teamster Local 743 Business Representative Clara Day, Local 714 Business Representative Jim Hogan and Local 710 Organizer Harold L. Pike coordinating their efforts to get all area locals involved.

This year's walk, held September 26, began and concluded at the Swallow Cliff Toboggan Slides (in the C.C. Forest Preserves Sag Valley Division in Palas Park), proceeded along the nature trails running through the picturesque forest preserves, amid torrential rains, and ended once walkers had come full circle—a distance of about 10 miles.

More than $12,000 was netted for Little City this year, the walk's sponsors said, thanks to everyone involved, including the many generous people who pledged, those who donated the food and beverages for the walkers, those who assisted them in handling the planning and logistics for the walk, and of course, the walkers themselves.

Joint Council 25 took the time to identify and thank all those who helped make the day a success. They included Teamster Local 734 Business Representative Mike Crehan, who donated hot dog and hamburger buns; IBT Local 744 Business Representative Charles Gustafson, who donated beer; Bill Sommers of Sommers and Farhenback of Chicago who printed the pledge books; Vienna Sausage Company of Chicago which, through James Dodman, donated the delicious hot dogs; John Vanderwagon III of the Lemont, Ill., Perlman Rocque Company, Southwest of Chicago, who donated the equally delicious hamburgers; Austin Carpenter of the Chicago Midwest Machinery Movers, who donated Coca-Cola for the event; Mike Flood of Chicago's South California Avenue Budweiser Brewery, who donated beer; and the Golden Woods Stables, which, through Bruno Wachowski, donated two horses for the use of walk leaders, who rode along with Cook County Forest Preserve Traffic Control Mounted Officer David Zackery and helped transport supplies to the picnic site.

Assisting with the logistics for the walk were George Dunne, president of the Cook County Board, which encompasses the forest preserves, who let his professional and efficient staffers at the preserves donate some of their services to the worthy cause.

A special thanks went to C.C. Forest Preserves Superintendent Don Wright, who advised in the preparation of the trails used and saw to the warming of the shelter at Swallow Cliff for the chilled returning walkers.

Another vote of appreciation went to the Forest Preserves' Police Chief Terry Laveanhagen, who assigned Mounted Officer Zackery to protect the safety of the walkers, and to Hickory Hills First Ward Alderman Gerald Frale, a retired member of Teamster Local 710 and third-term councilman, who volunteered his time to help get things organized.

Local 710 Organizers Sam Vuckov and Hugh Corcoran were among those manning the bar-b-que grills, who welcomed the leg-weary walkers back to the finish line with very welcome ¼-pound hamburgers and "corky" dogs.

"We could smell those delicious sandwiches when we were coming to the end of the trail," said the Teamsters hiking for Little City, whose appetities had been sharpened by the day's good deed.

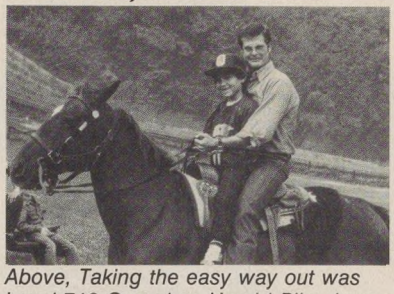
They enjoyed the hot food and welcome beverages inside the warmed up log cabin shelter near Swallow Cliff Toboggan Slides and vowed jointly to do the same thing again next year for Little City. It looks like this Chicago walk-a-thon is destined to become another Teamster tradition.



Above, a Local 743 contingent gathers after the walk. With them (fourth from left) is Local 743 Business Representative Clara Day.



Hogan's Heroes are what these stewards and staffers from Local 714 call themselves, as they show they're proud to have participated.



Above, Taking the easy way out was Local 710 Organizer Harold Pike, here shown with Brian Hogan, grandson of Local 714's William Hogan, abreast the horse he rode the distance of the walk. Hogan notes that the horse was used primarily to carry beer and pop for the walkers.

Weary walkers from Locals 710, 714 and 743 gather at the finish line after their trek for Little City (below).



Above, Teamster stewards from McLean Truck Lines, members of Local 710, show it wasn't all fun as they walk the towpaths.



ACTIVE IBT LOCALS



TULSA, OKLAHOMA

Teamster's Record Is Accident-Free

Harry Reynolds, a member of Teamster Local 523 and driver for LeeWay Motor Freight, was honored recently by the Associated Motor Carriers of Oklahoma for his 31-year accident-free driving record.

Brother Reynolds, a member of the Oklahoma local since 1946, is to be congratulated for the example of safety-consciousness he sets on the highways.

ATLANTA, GEORGIA

Local 728 Member Is Ga. Driver of Year

Ernest P. Hannah, a member of Teamster Local 728 and driver for American Freight System, was honored recently with selection as the 1981 Driver of the Year by the Georgia Motor Trucking Association.

Hannah was on hand at the GMTA convention in Pine Mountain, Georgia, to receive a special award honoring his driving skills.

Here Teamster Hannah (left) receives his award from Tom Doyal, director of motor carrier safety, enforcement division, the Georgia Public Service Commission (center), and Robert Wilder, director of safety and training for the Georgia Motor Trucking Association.



CHATTANOOGA, TENNESSEE

Tough Stance Results In New Teamster Pact

Teamster Local 515 of Chattanooga, taking a tough bargaining stance, recently succeeded in getting an agreement with Blount Brothers Corp. covering survey crews at two major construction sites, and winning the workers pay and benefits the company had earlier labeled "outlandish demands."

N. Robert C. Logan, president of Local 515, said a majority of the 15 surveyors covered by the new pact approved the agreement earlier reached by the Teamsters and the company.

Victory, however, didn't come until after the Teamsters had set up picket lines and shut down work at two related construction sites, to reinforce its contract demands. Other unions honored the lines and refused to work.

Blount Brothers, based in Montgomery, Ala., is the contractor for a $63 million expansion of Chattanooga's Moccasin Bend sewage treatment plant and for a $140 million office complex for the Tennessee Valley Authority, a federal agency. The TVA project is part of a $158 million TVA complex— which also includes an $18 million computer center that other firms are building—being constructed in downtown Chattanooga.

As an official of Blount Brothers noted, any strike could cost the company nearly $100,000 a day at both sites. With this in mind, the Teamsters set up their lines one Wednesday and removed them the following Monday, ending a six-day strike in anticipation of ratification of a pact hammered out in a marathon bargaining session.

In their new contract, the Teamsters succeeded in getting Blount Brothers to pay the surveyors wages equal to what a competitor of the company is paying employees at a Tullahoma project. Logan said the contract gives the Chattanooga surveyors pay increases ranging from $3.55 to $4.50 an hour, with 50 cents of the increase deferred until December.

This latest representation victory for Local 515 is just another example of what effective representation can win for unionized workers, even in the right-to-work south where substandard wages are too often the norm for unorganized workers.

MEMPHIS, TENNESSEE

Teamster Local Wins Its Largest Award Ever

Teamster Local 984 of Memphis, Tenn., deep in the heart of right-to-work country, recently won the largest single arbitration award in that local's history.

The award was handed down in favor of Teamster brother Terry Waxler, a driver for the Kroger Company of Memphis, who had been improperly discharged by his employer.

With the aid of his Teamster local, Waxler was reinstated with full seniority, was paid $16,571.32 in backpay, and was compensated for all lost pension and insurance payments, to bring his total award to more than $19,000.00

Waxler's arbitration case was prepared and presented by Charles F. Callins, secretary-treasurer of Local 984, who took great pride in telling the Teamster of the victory in his favor.

JACKSONVILLE, FLORIDA

For This Torch Party, Everyone Had A Match

It was a milestone moment and officers of Teamster Local 512 of Jacksonville, Fla., decided it should be celebrated with flair—and so they did, commemorating the pay-off of the mortgage note on the local union hall with a festive party and enthusiastic note-torching ceremony.

The mortgage on the union hall is now past history. Local 512 owns it free and clear after 18 years, and when that ugly paper went up in smoke on September 19, more than 500 members and their families who attended Local 512 Family Day were on hand to see it burn.

Local officers noted that paying off the debt wasn't any one person's doing—that it had taken lots of dedication from a lot of people, including the families of members who worked hand-in-glove with the leadership to put the mortgage to death—so everyone was invited to take part. A feeling of union brotherhood was really in the air that day, officers say. In fact, the affair turned out so well that the local may make family day an annual event!



Here Local 512 member Cohen Adams (left) gets the honor of torching the paid mortgage, held by beaming Local 512 Secretary-Treasurer J. M. (Jack) Floyd as it burns.

KELOWNA, B.C., CANADA

Can. Representatives' Seminar A Success

The Canadian Conference of Teamsters recently held an educational seminar for business representatives of Teamster locals in British Columbia and the Yukon.

Staged as part of the Conference's ongoing educational program and funded by a grant from the federal government, the seminar was rated a success by the more than 40 representatives who attended the sessions in Kelowna, B.C.

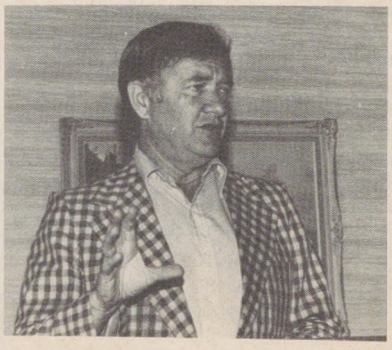
Speakers included Harry McKenzie from Labour Canada who spoke on safety in the workplace and quality of work-life programs and Phil Kirkland from the Canadian Labour Relations Board who reviewed recent key decisions by the federal board in the areas of certification, duty of fair representation, the right to refuse unsafe work, strikes and picketing. Peter Wilson, president of Teamster Joint Council 36, discussed the history and current activities of the council; while Ed Norman, a prominent B.C. labour lawyer, advised the representatives on a wide variety of topics dealing with provincial labour law and trade unions.

Highlights of the sessions included presentations by Walt Englebert of the Western Conference and Dave Sweeney of the International Legislative Department. Englebert provided the representatives with a comprehensive analysis of basic organizing tactics. His comments were followed by a review of activities on the Canadian scene by Conference organizer Ed Zimmerman. Sweeney dealt with the critical issue of deregulation of the trucking industry, its impact in the U.S. and the threat it poses for Canadian Teamsters, while his Canadian counterpart from the Conference's national office, Robert Robichaud, brought the representatives up-to-date on the status of legislative proposals to deregulate the Canadian trucking industry.



Above, a scene from the Canadian Conference's recent educational seminar.

Below, IBT Legislative Director David Sweeney details the impact of deregulation on Teamsters and the potential threat posed to Canadian brothers and sisters.



ACTIVE IBT LOCALS

MONTEREY, CALIFORNIA

Cannery Workers Told To Gird for Battle

Delegates attending the seventh annual workshop of the California Teamsters' Cannery Council recently had a grim, but realistic, picture of the dilemma now facing Teamsters and the rest of organized labor painted for them by a group of outstanding guest speakers.

United States senator from California, Alan Cranston, pulled no punches when he told the Teamsters that 19 senators with pro-labor voting records had been replaced during the last five years, only to be replaced by members who vote against labor.

Teamster Economist Harry Polland described what he termed the "most anti-labor climate since the thirties," while State Senator Bill Greene of Los Angeles, chairman of the Senate Industrial Relations Committee in Sacramento, spelled out the uphill fight against plant closings which "threaten the economy of California."



Shown here discussing the problems facing California Teamsters and other unionists at the Cannery Conference workshop are from left, IBT International Vice President George Mock, United States Senator Alan Cranston from California, and Cannery Council Secretary-Treasurer Freddy F. Sanchez.

Melinda Leudtke, director of the State Department of Economic and Business Development, predicted that some 2,000 to 3,000 workers in the state would lose their jobs during the next 12 months because of plant closures.

None of this information was news to Teamster cannery leaders, some of whom have become painfully familiar with plant closings as this scourge has struck in California and elsewhere.

Faced with such ominous economic news, delegates and their members were urged to fight back by renewing their battles against anti-union campaigns on both the political and organizational fronts.

A whole host of other speakers also were on the agenda of the workshop session, including an array of area Teamster leaders.

Cannery Council President George V. Moffatt suggested that the "real battleground is going to be in the cost-of-living" (provisions) negotiated for members under new contracts to protect them from income erosion. Moffatt, of Stockton, Calif. Local 601, served as workshop chairman.

Delegates also were addressed by Teamster International Vice Presidents M. E. (Andy) Anderson and George Mock during their deliberations. Cannery Council Secretary-Treasurer Freddy F. Sanchez served as coordinator for the program with Moffatt.

OAKLAND, CALIFORNIA

Member is Appointed To Housing Authority

William Buford, a member of Teamster Local 070 in Oakland, Calif., recently was appointed by Oakland Mayor Lionel Wilson to serve a four-year term on the board of directors of the Oakland Housing Authority.

Buford has been a member of Local 70 for 25 years, serving as a shop steward for the past 10 years. He has worked the past 17 years at Bekins Moving and Storage.

Buford and his wife, Amanda, are Oakland residents and have four daughters.



William Buford (left) of Teamster Local 70 receives congratulations from Steve Marinkovich after hearing of his appointment to the board of directors of the Oakland Housing Authority. Buford and his family reside in Oakland.

LOS ANGELES, CALIFORNIA

Teamsters' Coors Boycott's Still Strong

Lest any brothers and sisters forget, the Teamsters' boycott of Coors' beer, especially among our members on the West Coast where this brew is primarily produced, is still going strong.

Recently, western Teamster locals continued their aggressive campaign against this union-busting company by placing more advertisements in California dailies, this time in the San Diego *Union* and *Tribune* newspapers.

Response in the greater San Diego area was terrific, members of the Coors Boycott Committee say, and more Coors boycott action aimed at the general public already is being planned.

The committee reports also that the boycott is having a strong impact on the sales of Coors, with California sales of that brand continuing to slide downward on a monthly and yearly basis. In the third quarter of the year, Coors sales were lagging and union-brewed Miller Brewing, as winter set in, was establishing itself as a strong contender for Coors' old business.

Teamster affiliates from throughout the Southern California area, realizing the need to take on anti-union competition from wherever it comes, have dug deep to keep the boycott campaign afloat. Together with Joint Council 42 of Los Angeles and the Western Conference of Teamsters, they are helping to subsidize the advertising and other promotional efforts that keep the boycott alive.

When western states Teamsters arrived for the Western Conference meeting a couple of months ago, they too found out that the Joint Council 42-area Teamsters mean business with the boycott. Set up outside the San Diego convention hall was a table manned by Teamster Coors Boycott Committee Coordinator Gina Altobelli of L. A. Local 896. Altobelli had distributed among the western Teamsters more than 40,000 bumper stickers, 30,000 buttons and 50,000 "asbestos stickers" by week's end, and now, Teamsters throughout the 11-state conference area are proclaiming the Boycott Coors' message on their cars and trucks.

The boycott committee, in trying to keep its message before the public, has found one tool especially effective—that is using a bi-plane to tow anti-Coors banners wherever people gather. During the July 4th weekend, visitors to area beaches were treated to this message as were unionists gathered for Solidarity Day in Los Angeles in September, where a Teamster pilot flew a plane towing a "Teamsters Say: Boycott Coors" message over the 10,000 demonstrators gathered at MacArthur Park.

Down in Orange County, Calif., Teamsters from Local 952 came up with their own innovative answer to a proposed Coors bid to garner public sympathy by setting up an aluminum can recycling center to benefit a children's home. Local 952 Teamsters picketed the center, distributed boycott material along with a labor coalition from that county's central labor council, collected cans on their own and made their own Teamster contribution to the children's home.

Likewise, when the Coors Trustin distributorship threw an open house for some 800 liquor and beer retailers, offering free scab suds and lunch as the come-on, Local 952 Teamster representatives again were right on the spot, picketing and leafletting with outstanding results.

These are just a few of the ways in which California Teamsters are keeping the Coors boycott alive and in the news. They urge brothers and sisters from around the country to join them in keeping the pressure on Coors until it realizes it's just plain bad for business to operate in a union-busting manner.

Remember, San Diego . . .

WE'RE STILL BOYCOTTING COORS!

The 175,000 Teamsters Union members in Southern California boycotting anti-union, anti-people Adolph Coors Brewery in Golden, Colorado urge all San Diegans to remember to not buy Coors Beer!

The reason for the boycott of Coors Beer today is the same as it was in 1977 when the boycott was launched by organized labor across America by 15 million labor union members. Vicious harassment of minorities, unions, working people and persons with alternative lifestyles, and, the loss of virtually every Teamster Coors delivery job covered under a union contract in Southern California.

Those good Teamster delivery jobs that went down the drain, including jobs in San Diego, saw pension credits, health and welfare coverage and other negotiated benefits for workers and their families destroyed. Coors directed this massive takeaway of union-negotiated benefits from its out-of-state corporate headquarters in Colorado. Why? To put its workers in a totally subservient, dependent position.

On behalf of the hundreds of working people who have been thrown out of their jobs and had their lives destroyed, please do not buy Coors Beer. And on behalf of all American workers, don't buy Coors as an incentive to other corporations to refrain from destroying human dignity in pursuit of corporate profits and to halt dictatorial control over workers' lives.

M.E. Anderson,
Director
Western Conference of Teamsters

Michael J. Riley,
President
Southern California Joint Council of Teamsters 42

Guy Lewis,
Coors Boycott Chairman

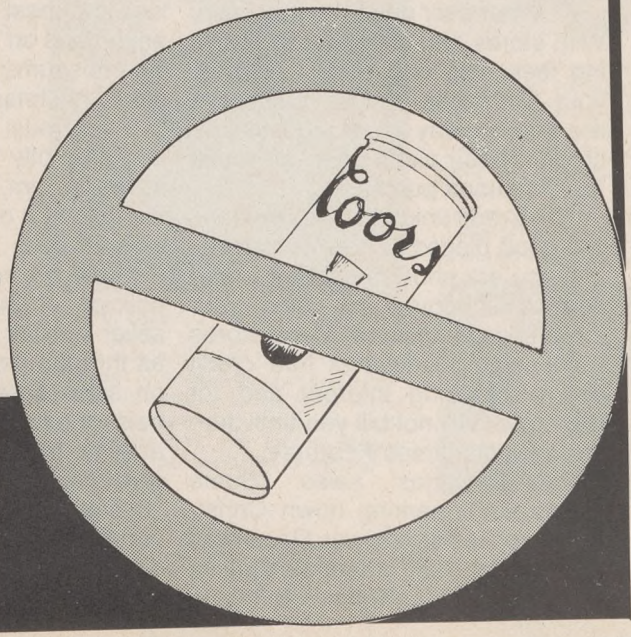
John Lyons
San Diego Local 36

Willard Kline
San Diego Local 481

Tom Rodgers
San Diego Local 542

David Shock
San Diego Local 683

Marv Griswold
Airline Local 2707



PLEASE JOIN OUR BOYCOTT. DON'T DRINK COORS. FOR FURTHER INFORMATION, PLEASE WRITE OR CALL THE COORS BOYCOTT COMMITTEE (213) 388-3786, 1616 West Ninth Street, Los Angeles, California, 90015.

CONSUMERS' CORNER

THE persuasive voice on TV and radio and advertisements in newspapers urging you to come in for a loan are heard and seen more often before Christmas than at any other time. December usually is the biggest borrowing month.

Because of pressures to borrow, Christmas is a time when families with little sales resistance and less knowledge of credit costs tend to go heavily into debt. Borrowing or buying on time also could add 18 to 42 percent to your Christmas bills if you aren't careful.

To help consumers avoid overextending their credit balances, counselors recommend ten major do's and don'ts for Christmas credit buying:

1. Avoid using credit for ordinary, ongoing expenses such as food, fuel or health products.

2. Be careful not to spend more than 10 percent of your take-home pay for installment payments—15 percent to 20 percent indicates an out-of-control situation.

3. Begin Christmas planning by setting a budget limit which can be handled within the framework of both ongoing and expected budget times.

4. Make a list of those who are to receive gifts and allocate a portion of your budget limit to each person on the list.

5. Check catalogs and newspaper advertisements before entering a store. Make up a shopping list, then go straight to the department which has the listed item. Avoid wandering around looking for inspiration, as impulse-buying dents the best of budget intentions.

6. Where possible, make your own gifts and cards. Handicrafts are "in," from sewing, knitting and cooking to carpentry projects and leathercraft. Sometimes the Christmas spirit is better served by the effort and thought behind a handmade gift. Even food is a welcome gift.

7. Double-check your Christmas budget to be sure there is money left over to pay January, February and March bills. Remember to allow for increases in fuel and gasoline, as well as payroll deduction increases for Social Security and health insurance.



8. Large-scale entertaining and partying costs money. Holiday food and alcoholic beverage purchases take a large chunk out of ordinary monthly food budgets. Make meals simple and serve wine which can be bought cheaply.

9. Whenever possible, pay cash. With stores and credit cards charging fees, this added cost adds to your Christmas budget. Layaways are another way to get partially free credit. These plans often are used for Christmas purchases.

10. Credit unions and bank loans are good places to borrow money.

If you are short of cash, you can finance shopping by using your store charge account. Many stores allow over 30 days of free credit before charging interest and for Christmas will not bill you until January or sometimes February.

Post-Christmas sales: Some stores start marking down Christmas supplies as early as December 15, but the real clearance begins December 26. Left-over Christmas cards, wrapping, toys and decorations can be snapped up at half-price.

Women's Dressy Dresses are marked down right after the Christmas holiday.

Men's Coats and Suits are a good buy. Nearly all stores have markdowns and stocks are still plentiful.

Toys. It pays to comparison-shop for toys. The biggest spurt of interest is in computer games and electronics. The most expensive are those advertised on TV or in newspapers. Try museums for reasonable, unusual Christmas gifts.

If you must return a holiday gift, do it promptly. Once the store marks down an item, you could have trouble getting a credit or refund for the amount paid.

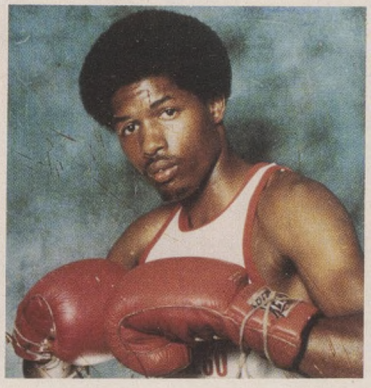
Know the refund and exchange policies of the store. Unless the seller notifies shoppers otherwise, as through posted signs or notices on sales slips or merchandise labels, consumers should be able to assume that the seller's policy is to give cash refunds for cash purchases; cash or credit for credit purchases; and at least merchandise exchanges, if not also cash or credit, for gift purchases.

TEAMSTER SPORTS!





These Teamsters were the recent winners of the Local 177 Softball League competition. After 14 games, these United Parcel Service Edison, N.J., part-timers had shown their skills enough times to emerge as league champions. Members of the team were presented their trophies by the Teamster local's executive board at a victory party in mid-October.



This "Fightin' Teamster" is San Diego Local 542's own Lenny Jones, an employee of San Diego Periodical, who turned professional just a year ago. Jones already has racked up a ring record of 10-2 and currently is ranked as a contender by Ring Magazine.



Teamster Local 512 retiree J. P. Morgan, a former Central Truck Lines employee who resides in Richmond Hill, Ga., just about 60 miles north of Jacksonville, is an avid hunter. Now that he's retired, he has plenty of time to enjoy this pastime, as can be seen by the two beauties here that Brother Morgan bagged and had mounted as trophies to grace his home.

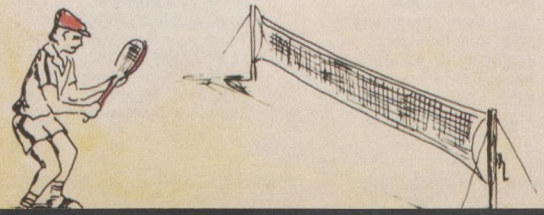


These funny looking fish are called starry flounders and are the latest catch of Teamster Local 216 member John Medler, a driver for Bay Cities Building Materials. Brother Medler says they were caught on a recent outing with another Teamster, Leonard Russo, who went home with the big one of the day, a six-pounder. Each of these averaged about four pounds. That's quite a catch for one day.



Yellow Freight road driver Bill Patterson (left) led a Local 26 Teamster bowling team to victory recently as champions of the Super Eight League at Effingham, Illinois' Silver Dollar Lanes. Others on the team included Bill's wife, Marilyn, his son-in-law Rick Goeckner, and Patterson's daughter, Jeanne Goeckner. Each team member received an individual trophy; the team trophy is proudly displayed at Local 26's union hall.

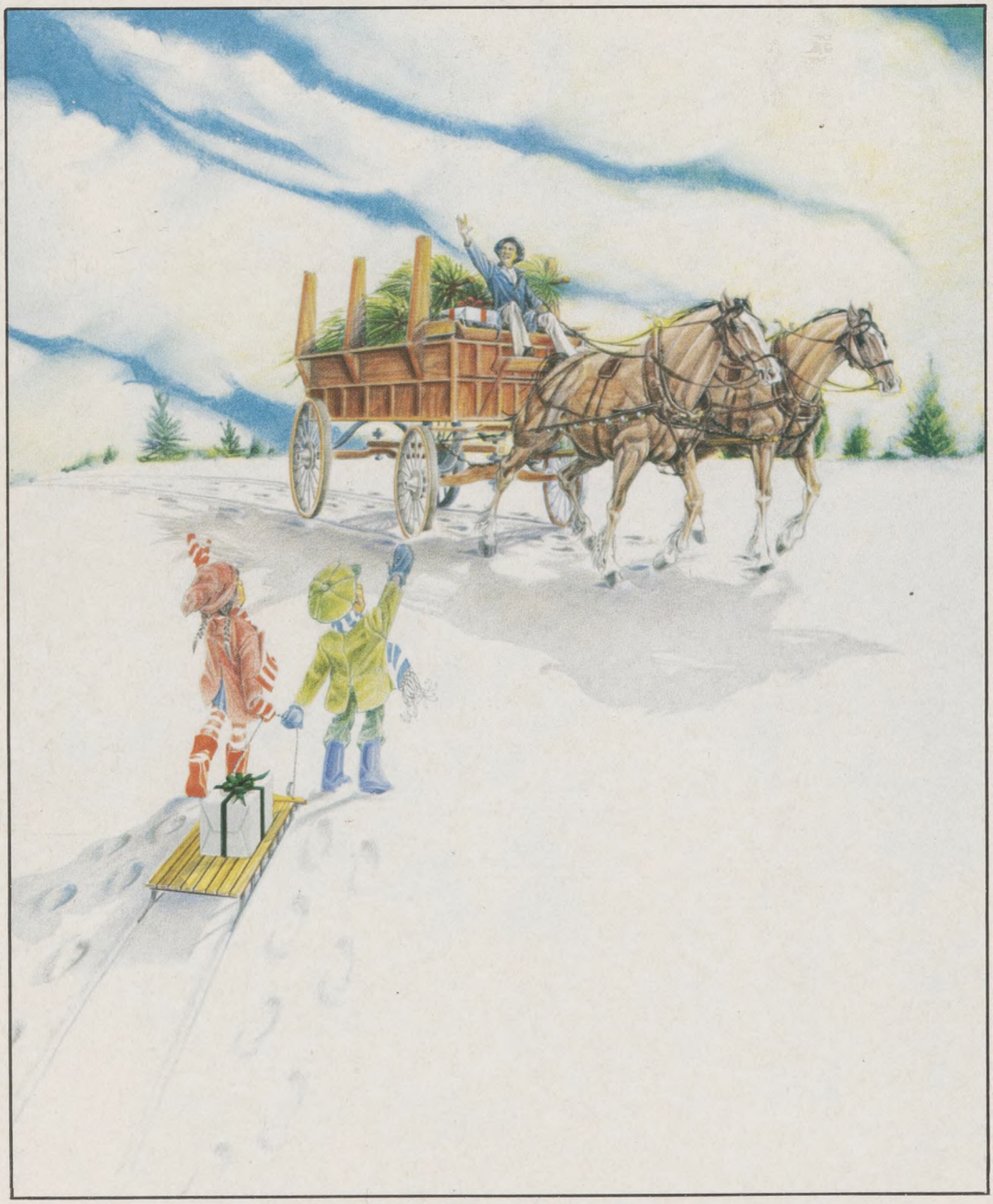






Season's Greetings

FROM THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS
OF AMERICA



ROY WILLIAMS
GENERAL PRESIDENT

RAY SCHOESSLING
GENERAL SECRETARY-TREASURER

GEORGE E. MOCK
First Vice President

HAROLD J. GIBBONS
Second Vice President

JOSEPH TREROTOLA
Third Vice President

ROBERT HOLMES
Fourth Vice President

WILLIAM J. McCARTHY
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Sixth Vice President

JOSEPH W. MORGAN
Seventh Vice President

EDWARD LAWSON
Eighth Vice President

WELDON MATHIS
Ninth Vice President

ARNIE WEINMEISTER
Tenth Vice President

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